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## **Newly approved People Plan an investment in University of Lethbridge’s greatest resource – its people**

More than three years in the making, the People Plan has been approved by the University of Lethbridge’s Board of Governors, creating a unique institutional framework designed to support faculty and staff in creating an enriched campus experience that makes the U of L an even more desirable place to work.

With strategic priorities ranging from the establishment of strong communicative channels to training and development initiatives, and a focus on attaining an ideal work-life balance, the People Plan embraces workplace wellness.

Elaine Carlson, Chair of the People Plan Committee and the University’s associate vice-president (HR & Administration), says the words of founding President Emeritus, Dr. W.A. Sam Smith, served as inspiration throughout the People Plan process.

“Our people define our university and are our greatest strength,” Smith is quoted as saying.

“The People Plan is dedicated to the people who work at the U of L, and it serves as a foundational voice from which community well-being initiatives will evolve and be developed,” says Carlson. “It is now our responsibility as a University, faculty, department, unit, committee or individual to breathe life into the People Plan by creating opportunities to think, create and explore together.”

The plan grew out of work from an Initial Steps Committee, formed in 2012, which examined the need for a specific People Plan. The committee concluded that, while the University had created visionary plans with respect to the Strategic, Academic, Research, Business and Campus Master components, more could be done to specifically address the largest and most significant resource of the institution, its people.

“The process of creating this plan was extensive and throughout its development, we tried to include as many voices as possible and represent every corner of our university,” explains Carlson.

World Cafés were informed by an employee survey as the committee sought to capture what priorities should be addressed by the plan. The following six areas were identified for the three-year plan:

- Collaboration and Cohesiveness
- Communication
- Orientation/On-Boarding
- Supervision and Leadership
- Training and Development
- Work-Life Balance

“As a destination university for students, faculty and staff, it’s extremely important for us to maintain an environment that is diverse, welcoming and supportive,” says U of L President and Vice-Chancellor Dr. Mike Mahon. “We will achieve our aspirational goals as an institution because our people are engaged and empowered. The People Plan demonstrates how the University is committed to creating a positive work environment where people want to work, educate, learn, conduct research and engage in creative activity.”

A living document, the plan calls for an employee survey every three years, the organization of World Cafés every year and the creation of a representative committee to prepare an annual progress report for the University community.

To learn more about the People Plan, visit <http://www.uleth.ca/people-plan/>.

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