

## Staff Report

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**Report To:** City Council

**Report From:** Michelle Palmer, Senior Manager Strategic Initiatives & Operational Effectiveness

**Meeting Date:** December 12, 2022

**Report Code:** CM-22-014

**Subject:** Strategic Plan – Aggregated Biannual Key Result Status Update Fall 2022

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### Recommendations:

THAT in consideration of Staff Report CM-22-014 respecting the Strategic Plan – Aggregated Biannual Key Result Status Update Fall 2022, City Council receives the report for information purposes.

### Highlights:

- The Strategic Plan aligns the City's entire workforce to Council's top priorities and transparently tracks progress.
- The nine Strategic Plan priorities and key results are ambitious and have measurable or verifiable key results.
- 35 per cent of the Key Results are complete, and an additional 35 per cent are proceeding as anticipated.
- A public-facing dashboard is available for increased communication, transparency and accountability.

### Strategic Plan Alignment:

Strengthening our community through sound leadership.

## **Previous Report/Authority:**

[CM-21-009 Strategic Plan Refresh 2021-2023](#)

[CM-21-030 Strategic Plan – Aggregated Biannual Key Result Status Update Fall 2021](#)

[CM-22-007 Strategic Plan – Aggregated Biannual Key Result Status Update Spring 2022](#)

## **Background:**

The Council-approved refreshed strategic plan guides the organization for the period 2021 to 2023. The strategic plan consists of seven Council priorities:

- A City that Grows
- Safe City
- Prosperous City
- Green City
- A City that Moves
- City Building
- Collaborative City

which are supported by two corporate priorities:

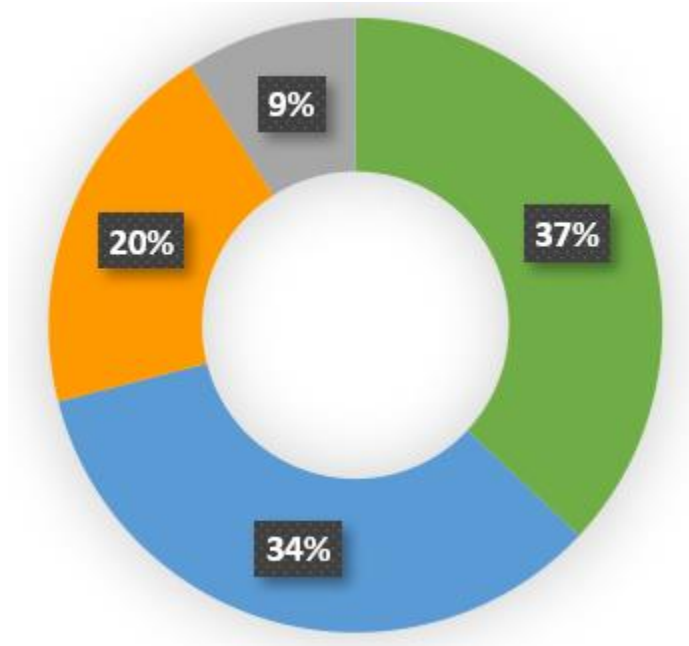
- Clear Direction
- Service Excellence

The following provides a status and progress report of the key results achieved relating to each Strategic Priority objective statement.

## **Analysis:**

In 2022, the City effectively progressed the 2021-2023 Strategic Plan. There are 35 measurable or verifiable key results spanning the nine priorities. City staff have continued to utilize an evidence-based approach in assessing and communicating the status of each key result. Of the 35 key results spanning the nine priorities, 12 key results have been completed, 13 key results continue to proceed as anticipated, seven are being monitored, and three have not yet started or are on hold.

## 2021-2023 Strategic Plan – Status of 35 Key Results



- Complete 12 (34%)
- Proceeding as anticipated 13 (37%)
- Monitoring progress 7 (20%)
- Not yet started/on hold 3 (9%)

Details of the status of each key result are included in Attachment 1 to this report. As work plans are developed for 2023, the strategic plan priorities and key results will continue to guide the work of staff.

Sharing this information regularly with Council and the public continues to demonstrate transparency and accountability for this work.

### **Financial Implications:**

Key results which require additional costs to be allocated will be brought forward in future capital and operating budgets for Council consideration.

### **Communication Strategy:**

This report has been posted to the City's website with the agenda in advance of the council meeting.

A public-facing dashboard can be accessed from the Strategic Plan page on the [City's website](#).

### **Consultation:**

The Senior Leadership Team was consulted in the development of this report.

### **Attachments:**

Attachment 1 – Status of Each Key Result in the 2021-2023 Strategic Plan

### **Recommended by:**

Tim Simmonds, City Manager

Senior Leadership Team

Michelle Palmer, Sr Mgr, Strategic Initiatives and Operational Effectiveness

### **Submission approved by:**

Tim Simmonds, City Manager

For more information on this report, please contact Michelle Palmer, Senior Manager, Strategic Initiatives and Operational Effectiveness, at [mpalmer@owensound.ca](mailto:mpalmer@owensound.ca) or 519-376-4440 ext. 1246.