



GEORGINA

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Georgina positions for high performance culture

Georgina, ON – With the goal of establishing an environment of continuous improvement, Council has endorsed organizational changes that help to lay the foundation.

The Director of Administrative Services/Treasurer announced her retirement in June which provided an opportunity to review the corporate alignment and scope of this position. As a result of the review, the Administrative Services Department has been renamed Corporate Services to better reflect its mandate and align with municipal best practice. Along with the name change, The Director of Corporate Services position will become a combined role encompassing Deputy CAO to support business continuity and establish succession planning. The function of Treasurer has been absorbed into the current position of Budget Accountant.

Earlier this year, the Town embarked on a Service Delivery Review, a common exercise for municipalities to gauge their level of service across all business units and identify opportunities for efficiency. In a short period of time, a number of process improvements have been identified and introduced including an enhanced budgeting process and departmental business planning. To continue the momentum of progress to date, a dedicated position to lead organizational excellence has been designated to move continuous improvement forward once the existing project lead contract expires at year end. Funding for this role will be supported through a position approved in the 2017 budget and realigned to support the Service Delivery Review. The position will drive a corporate culture of continuous improvement ensuring Council's strategic objectives are met and residents continue to receive a high level of municipal services.

"As expectations in our community change, we need to ensure our organization and the way we do business does as well. With Council's leadership and vision, we are able to introduce changes and process improvements with a focus on results. We are seeing great progress and these new administrative changes allow us to build upon our success," says Winanne Grant, Chief Administrative Officer.

The recruitment for the Director of Corporate Services/Deputy CAO and the position to lead organizational excellence will begin soon. The administrative changes are supported through reallocation of existing positions and current vacancies and do not represent added salary costs or an increase in total staff.

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