

Our People

Our people are at the core of our success.

2023 Highlights



At OECM we embrace the mantra, “Work Hard, Play Hard”. We encouraged greater staff engagement through self-development activities, shared information across lunch and learns, participated in team-building sessions, and held several all-staff gaming tournaments that often took a competitive route! At OECM, we believe that happier staff members have a higher work efficacy, so we prioritized our staff’s mental and physical well-being while maintaining the five pillars of our People Strategy.

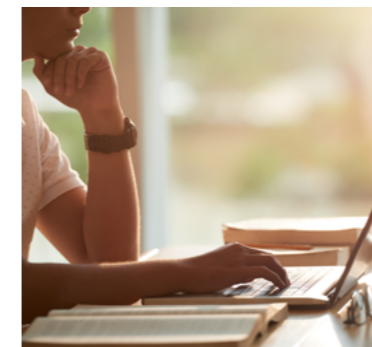


OECM’s People Strategy is a Board-approved and management-led strategic approach that endorses five key components as part of its people plan – **Total Rewards, Leadership & Talent: Acquisition and Development, High-Performance Culture of Excellence, Workforce Planning, and HR Operational Excellence**. The strategy aims to enhance our quality of work, encourage our team members’ professional and educational advancements, attract and retain exceptional talent, and nurture a positive work culture. To ensure that our staff are well informed on how to access and maximize their provided benefits, we held a Total Rewards learning session in May to give a detailed breakdown of the rewards components for both management and operational staff.

SCMAO’s Core Education and Professional Development



At OECM, we take immense pride in our skilled and talented workforce and ensure that we offer opportunities to advance our team’s professional growth. In addition to continued access to **LinkedIn Learning** as part of our professional development program available to all OECM staff members, in 2023, we partnered with the Supply Chain Management Association Ontario (SCMAO) to grant staff access to their **Core Education and Professional Development** offerings.



Through this multi-year partnership with SCMAO, OECM employees gain admittance to various professional development sessions, Leadership Series events, requisite courses to obtain a Certified Supply Chain Management Professional (CSCMP) designation, and courses to complete a Diploma in Procurement and Supply Chain Management. Last year, 54 staff members – over half of our workforce – took advantage of this access to complete one or more of SCMAO’s professional offerings. OECM looks forward to collaborating with SCMAO on future initiatives that resonate with our commitment to cultivating quality educational experiences and continued learning.

Digital Learning and Leadership Development



In this rapidly evolving, technology-focused environment, we want OECM’s workforce to be well-equipped and trained to manoeuvre all sorts of challenges. In 2023, we led several training sessions to help upgrade our staff’s technical skills. We started the year with a **Power BI Training** session led by our Business Intelligence team and a **Social Media Training** session hosted by OECM’s Marketing and Communications team to share insights on how best to leverage social media for personal and professional marketing, as well as review OECM’s social media policy. Staff also received two mandatory sessions of **Cybersecurity Awareness Training** to identify cyber threats before an attack and mitigate the risks of personal information theft.



As part of our commitment to develop and refine management, our managers participated in a two-day leadership workshop focused on **Unlocking Relational Leadership**. Delivered by the Schulich School of Business, this workshop provided insight into how relationships inspire individual and organizational success. As a follow-up to this program, each participant received one-on-one coaching on how to improve their leadership practices. We strive to produce exemplary management who are trained to mobilize and leverage the talents and potential of our dynamic workforce.

Staff Engagement & Activities



We are committed to creating a strong and engaged workforce, and in 2023, we led several events and activities that promoted team building, community engagement, and personal development. We held our annual **Family Day** event in September, bringing families and staff together to celebrate the importance of relationships and communities. Over 170 family members gathered at the OECM office to share a meal and participate in collaborative and interactive activities.



OECM also hosted a session for staff members on the Strategic Sourcing, Supplier Relationship Management (SRM), Customer Relationship Management (CRM) and Business Development (BD) teams to come together for a morning of self-reflection. The event encouraged both personal and professional development amongst our staff, and OECM invited Laura Cocuzzi, an independent consultant, to lead a vision board activity centred on creating and building a vision for their life aligned with each individual's fundamental values and desires. The activity served as an excellent opportunity to reflect on our experiences, aspirations, and changes that our staff members wish to manifest and build upon.



Lastly, we also saw true team spirit when OECM's Sourcing, SRM, CRM, MarCom and BD teams organized exciting team-building events. Examples include a go-karting event at K1 Speed Track and a morning at Activate, a state-of-the-art facility with a variety of active games. To garner healthy competition amongst our staff, we held OECM's 2023 Darts Tournament championships, followed by our 2023 Staff Office Foosball Tournament. For our creative souls, we hosted a gingerbread house competition in our staff lounge, followed by a decadent holiday lunch. We ended the year with OECM's second theatre night at the Princess of Wales Theatre to watch the musical production *42nd Street*.

