

Area 1

PROFESSIONAL DEVELOPMENT

Ensure employees have the training and skills they need to be confident and successful in their positions.

#WEAREMCESSC

#WEAREMCESSC

#WEAREMCESSC



Promote existing PD opportunities available to employees



Survey staff to identify areas of training that are desired



Ensure staff moving into supervisory positions have leadership/management training

Area 2

WELLBEING

Prioritize wellbeing to impact happiness, productivity, and success at work, creating an environment where employees can thrive personally and professionally.

#WEAREMCEC

#WEAREMCEC

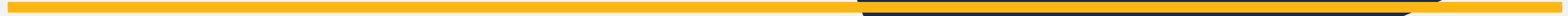
#WEAREMCEC



Implement programs that address physical, mental, and emotional health



Recognize diverse needs and diverse job functions when considering policies that will help staff better balance professional and personal responsibilities



Area 3

RECOGNITION

Foster a supportive work environment, and boost morale by valuing and appreciating employees' contributions.

#WEAREMCEC

#WEAREMCEC

#WEAREMCEC



Create a recognition program tied to our organizational values



Share stories of staff and divisions/departments to elevate the good work happening across the organization

Area 4

RELATIONSHIPS

Emphasize the importance of building meaningful relationships to contribute to a supportive and collaborative workplace and shared success.

#WEAREMCEC
#WEAREMCEC
#WEAREMCEC



Create opportunities for fun where employees can build connections within divisions/departments as well as across the organization



Ensure staff are connected with an onboarding buddy when they are new to the organization or new to a position

Area 5

COMMUNICATION

Promote communication to build understanding, cooperation, and shared goals, promoting a culture where ideas are exchanged seamlessly, and everyone feels heard and valued

#WEAREMCEC
#WEAREMCEC
#WEAREMCEC



Continue building consistent communications that shares the stories of the organization and ensures employees have the information they need.



Continue opportunities for feedback about the organization and individuals' role within the organization

