IMPLEMENTATION PLAN FRAMEWORK & PROCESS City of Burlington – Designing and Evolving our Organization (DEOO)

CM-24-22 Appendix B

BLT/SRT
Development/
Updating of DEOO
Plan

Assessing Current
State Resources based
on Risks and City
Service Needs

Updating the Plan Including Resource Rationalization and Process Improvement

Presenting Plan for Review and Approval in Principle

Council Approval of Updated DEOO Plan & Budget

Annual Process

Q1

Q2

Q3

Q4

ORGANIZATIONAL DESIGN MODEL (STAR)



Strategy directs resources toward achieving Council goals and objective embedded in 25-year strategic plan & Vision to Focus

Structure encompasses accountability and decision-making at both the Council & staff levels

Processes encompass key inputs, information flows and work activities to effectively and efficiently deliver City services and deliver high customer satisfaction

Rewards provide motivation and align behaviour with strategy execution

People encompasses the selection and development of skilled employees that contribute directly to organizational excellence and performance.

Ongoing project management, change management and communications plan

