



MEYERS NORRIS PENNY LLP

HUMAN RESOURCE CONSULTING SERVICES

Building Successful, Sustainable Organizations

ABOUT MNP

MNP is the only Top 10 national chartered accountancy and advisory firm based in Western Canada. Like you, we live in the West and believe in its potential. MNP provides clear, straightforward business advice with a local perspective. It's knowing Western Canada, your business, and you.

To find out what we can do for you, contact the MNP office nearest you or call Leslie Dornan, Leader of Human Resource Consulting at 1.877.500.0795.

Visit us at www.mnp.ca

Finding
the right answer
starts here.



 an independent member of
BAKER TILLY
INTERNATIONAL

Chartered Accountants and Business Advisors





BUILDING SUCCESSFUL SUSTAINABLE ORGANIZATIONS: THE PEOPLE PERSPECTIVE

| ROLE & GOAL CLARITY | HIGHLY SKILLED, COMPETENT TALENT | EQUITABLE COMPENSATION | CAREER OPPORTUNITY | PERFORMANCE ENABLEMENT |
|--|---|---|---|---|
| <ul style="list-style-type: none"> ✓ Good position design. ✓ Individual goals and objectives aligned with organizational strategies. | <ul style="list-style-type: none"> ✓ Aligned human resource planning processes. ✓ Identification of needed competencies. ✓ Efficient results-oriented recruitment and selection processes. ✓ Strong leadership development. | <ul style="list-style-type: none"> ✓ Current and valid external compensation information. ✓ Defensible system of determining the 'worth' of the position. ✓ Incentives that motivate desired behavior. | <ul style="list-style-type: none"> ✓ Solid succession planning. ✓ Ongoing training and professional development programs. | <ul style="list-style-type: none"> ✓ Clarity of expectations. ✓ Coaching and mentoring programs. ✓ Consistent and quality assessment of performance. |

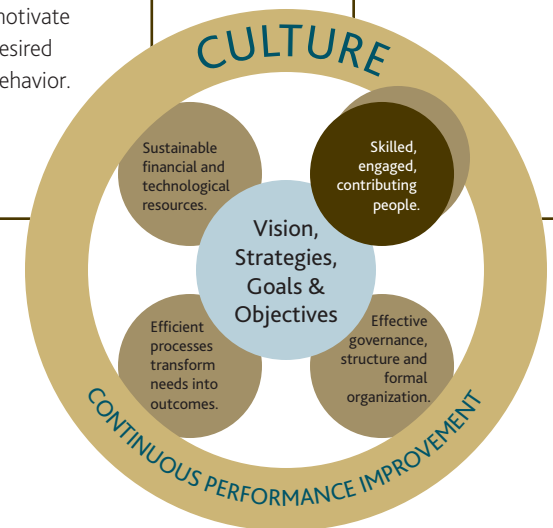
HR STRATEGIES TO ACHIEVE YOUR GOALS

Organizations cannot exist without people. The individuals in your organization must buy into the vision, values and strategies of your business and understand how what they do contributes to your bottom line.

Investing in your team – and in your human resource management practices – is essential to enhancing your organization's productivity and continued success. At Meyers Norris Penny, our experienced human resource consultants can help you do just that.

As your trusted business advisors, we gain an in-depth understanding of the unique interrelationships of all facets of your business. Based on this understanding, we can assist you in developing and implementing progressive strategies that ensure you have the all key components to maintain a successful, sustainable organization. These components include:

- A strong, well-understood vision supported by clear strategies, goals and objectives.
- Skilled, engaged people who contribute positively to your organization.
- An effective governance and organizational structure.
- Efficient processes that transform needs into outcomes.
- Sustainable financial and technological resources.



MNP's human resource consultants will help you assess your current practices and target development initiatives to what you really need. We can also assist you in implementing best practices to create an environment that attracts outstanding people – and inspires them to stay.