



Agriculture and
Agri-Food Canada

Agriculture et
Agroalimentaire Canada



Sowing Seeds of Possibilities

Public Service Renewal Report 2016

**A world-class Public Service equipped to serve Canada and Canadians,
now and in the future.**





LET'S TALK LEADERSHIP

What does it mean to achieve results that
add value to the Department?

Renewal at Agriculture and Agri-Food Canada

Agriculture and Agri-Food Canada (AAFC) is pleased to provide its 2016 progress report on Public Service Renewal. Built on the foundation of its efforts towards the Blueprint 2020 vision, AAFC focused its energy in 2016 on strengthening two organizational cultures: *leadership* and *continuous improvement*.

Changes in behaviour begin with awareness. In recognizing our strengths and challenges, AAFC identified actions that are required at three levels:

- The individual level - empowering employees; creating leaders at all levels
- The relationship level - swaying each other within our spheres of influence
- The organizational level - departmental leadership, with senior managers leading by example

Throughout this report, you will find elements that speak to each of these levels of involvement. The “let’s talk leadership” bubbles challenge individuals to reflect on an idea or question and empower them to act. The “create time and space” features serve as suggestions for all of us to make room to nurture the relationships we have with one another. The stories throughout the report provide a synopsis of the actions of the Department to date.

Renewal at AAFC is not a big bang, but rather a series of incremental changes. The actions taken at the individual, relationship, and organizational levels are intertwined. In the spirit of continuous improvement, we seek inspiration from others and build on their experiences.

We encourage you build on our experiences, as they are seeds of possibilities.



Create time and space

Enlist your team in keeping
you accountable. Make time for
reflection.



Building a Culture of Leadership at All Levels

Create time and space; Make the connection.



The ***Leadership - Continuing the Conversation*** workshop inspired the creation of a set of ***Leadership Conversation starter cards***. The cards were used at the 2016 Interdepartmental Innovation Fair event to help stimulate conversation.

Download your ***Leadership Conversation Starters*** from AAFC's website. Take 5 minutes out of your next staff meeting and ***Let's Talk Leadership***.

Leadership exists at all levels. As part of AAFC's efforts to build a culture of leadership, the Department launched an interactive workshop called ***Leadership - Continuing the Conversation***. Over 300 employees, managers, and senior managers gathered to:

- provide feedback on the Department's plans on supporting a culture of leadership;
- identify how they fit into the plan; and
- describe how they can contribute to and improve their own leadership.

As part of the workshop, participants established a personal plan for implementing change with the support of their peers. Peer support is key to accountability, building trust/relationships, and sharing ideas to help each other succeed.

Keys to Success

- Make time for people to discuss things openly.
- Create safe spaces for discussion.
- Discuss with a purpose.
- Focus on areas of personal control and influence.

Client Service Excellence

One of the drivers behind AAFC's public service renewal efforts is its commitment to service excellence to Canadians and the agricultural sector. By instilling a culture of continuous improvement, AAFC constantly assesses its actions to ensure that it remains responsive and anticipates the needs of the sector.

Watch to see how AAFC's client service and interaction are evolving to keep up with technologies and clients' needs.



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Building a Culture of Continuous Improvement



Continuous Improvement Cards provide employees with handy reminders and tips to follow in every step of the continuous improvement process.

Debuted at the 2016 Innovation Fair, the cards were immediately put to use at the "Red Tape Busters" workshop, guiding participants through the workshop's process improvement activity.

Using a whole-of-government approach, the Continuous Improvement Cards bear no organizational identifiers other than the Canada wordmark - so they can be shared broadly.

* * * * *

Download your *Continuous Improvement Cards* from AAFC's website.



LET'S TALK LEADERSHIP

How do you show respect for diverse perspectives in the workplace?

Fostering a Respectful Workplace

May is Diversity and Inclusiveness Month

AAFC hosted its inaugural ***Diversity and Inclusiveness Month*** this year. It featured over 25 activities and guest speakers on:

- Indigenous culture
- Hearing awareness
- Challenges faced by persons with disabilities
- Workplace Wellness Awareness Sessions
- Lesbian, Gay, Bi-Sexual and Transgender Awareness Sessions
- Women in Science Speaker Panel
- Maintaining a healthy work-life balance featuring female scientists from across the country
- Multicultural Potluck and Traditional Dress Day

Today's leaders are stepping up to an unprecedented challenge: up to five generations are working side-by-side in their workforce. Each generation brings its own life stage, communication preferences, priorities, expectations and more.

Policies and procedures cannot cover every possible scenario or interaction in the workplace. It is the corporate culture that provides the most effective guidance on desired behaviours. As part of AAFC's executives' corporate commitments, senior managers all have a role in promoting a healthy, inclusive and respectful work environment. Creating a respectful workplace requires constant attention and nurturing.

No matter how different our cultural and generational norms may be, AAFC's values and ethics serve as a compass for expected behaviours and attitudes in maintaining a respectful workplace.

Highlights

- AAFC's ***Civility in the Workplace*** workshop helps employees identify and address ineffective behaviour in order to improve productivity, motivation, and loyalty to the Department. The workshop is being used as a model to develop similar workshops in several other federal departments.
- A mental health steering committee composed of employee and management representatives and diversity networks offers oversight and provides input and ideas on the planning, development and implementation of Departmental activities related to mental health.

Diversity and Inclusiveness

Diversity refers to any dimension that can be used to differentiate groups and people from one another. It includes a broad range of characteristics that influence outlook, opinions, and ideas.

Inclusiveness is valuing, respecting and supporting each other's differences. It's about focusing on the needs of everyone.

If we think about it as a recipe for success: diversity is the mix, but inclusiveness is getting the mix to work well.

Watch as three employees provide their unique perspectives on diversity and how they foster a culture of inclusiveness at AAFC.



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Did you know ...

AAFC has five diversity networks:

- Visible Minorities Network
- Persons with Disabilities Network
- Indigenous Network Circle
- LGBT Network
- Women in Science

The Department also has two professional networks:

- Managers' Community
- Young Professionals Network

AAFC's networks work in partnership to further the Department's employment equity, diversity and inclusiveness, and workplace wellness goals.

AAFC is one of five Government of Canada departments selected to participate in a Diversity and Inclusion Joint Union/Management Task Force with the mandate of defining diversity and inclusion in the Public Service.

The Department is amongst twelve Government of Canada departments selected to support the Interdepartmental Circle on Indigenous Representation.

It's no wonder that AAFC is in the running to be recognized by Mediacorp Canada Inc. as one of Canada's Best Diversity Employers!

An icon showing two simple line-art chairs facing each other with two overlapping speech bubbles above them, representing conversation or dialogue.

Create time and space

Ensure the right conditions are in place for each person to achieve their full potential.



LET'S TALK LEADERSHIP

What does a mentally healthy
workplace look like to you?
What is your role within that vision?

Integrated Wellness Strategy

Drafted in consultation with the National Occupational Health and Safety Policy Committee, AAFC's **Integrated Wellness Strategy** is an all-encompassing plan that brings together the elements required to create a healthy and safe workplace:

- Occupational Health and Safety
- Duty to Accommodate
- Integrated Resolution Services
- Employee and Family Assistance Program
- Psychosocial Mental Health
- Workers' Compensation

The Integrated Wellness Strategy focuses on three dimensions of workplace wellbeing to create a culture that enshrines health, safety and well-being in all aspects of the workplace through collaboration, inclusivity, and respect.

Physical Environment	Psychosocial Environment	Personal Health Resources
The physical work environment refers to the actual physical workplace including buildings, workspace, and air quality.	The psychosocial work environment deals with elements in the workplace that have an impact on an employee's mental wellness.	Personal health resources in the workplace provide employees with access to health services, information, and other resources.

Create time and space



There is no "one-size-fits-all" solution to creating a mentally healthy workplace. Consider the individual needs of your employees. Bring in a guest speaker. Recognize achievements. Create time to discuss new ideas.

Three Dimensions of Workplace Wellness



HAPPY

THANKFUL

EXCITED

HOPEFUL

STRESSED

SCARED

NOT
myself
TODAY

EDGY

CALM

Not myself today

EXCITED

Not Myself Today is an initiative by Partners for Mental Health designed to:

- raise awareness and understanding of mental health among the workforce;
- reduce stigma; and
- foster a safe, open and supportive work environment.

The campaign consists of a collection of tools and resources including mood buttons, conversation starters, and IOU cards.

“Mood walls” featuring different emotional state buttons are popping up in various locations throughout AAFC, further encouraging conversations on mental health. Employees return to the walls regularly to select a new button that is reflective of how they feel that day.

Employees throughout the department are engaging in conversations, participating in the activities and accessing the tools and resources online.

Awareness is the first step. There’s much work to do. Let’s talk about it.

Visit www.NotMyselfToday.ca for more information.

HOPEFUL

AWESOME

LONELY

WIRED








OVERWHELMED

PROUD

INSPIRED

It Begins with Awareness

Awareness is the cornerstone of changing attitudes and behaviours. Here is a sampling of different awareness sessions that were provided to AAFC employees this year.

Workshop/Session	Sessions
 Gender and Sexual Diversity in the Workplace	3
 Overview of Mental Health Tools and Resources	4
 Not Myself Today	5
 Creating a Respectful Workplace	9
 Employee and Family Assistance Program Overview of Services	13
 Civility in the Workplace	19
 Employee and Family Assistance Program Wellness	38



Create time and space

Allow ample time in your workshop agenda for employees to explore specific topics to deepen their understanding.



Engage the influencers, doubters, and do-ers.

In the “define” stage, establish:

- business problem
- goal
- potential resources
- project scope
- high-level project timeline

Tips

- Identify the strategic need and pain points
- Clarify facts, set objectives and form the project team
- Establish a project charter

Next Step: Measure

Next Steps

While AAFC has made a concerted effort to support the psychosocial environment of our *Integrated Wellness Strategy*, we've only just begun to scratch the surface of understanding the complexity of mental health. Some of the Department's next steps include:

- Appointing a Departmental *Psychological Health and Safety Champion*.
- Developing a *Mental Health Handbook* to help employees learn about different aspects of mental health and raise awareness of mental health issues.
- Piloting of *Mental Health First Aid Training* to increase mental health literacy and providing employees with the skills and knowledge to help people better manage potential or developing mental health problems in themselves, a family member, a friend or a colleague.
- In consultation with the unions and diversity network representatives, conducting an organizational assessment of risks and potential threats to workplace psychological health and safety.

Walk Across Canada

Staff at AAFC's Kentville Research and Development Centre are making real strides in creating a healthier workplace.

In April 2016, a group of employees registered the Centre for the Heart and Stroke Foundation's WalkAbout Challenge. The challenge is part of a program designed to get people out of their chairs and walking.

So far, 17 employees in Kentville and Truro have taken up the challenge, taking advantage of the scenic trails and orchards near their offices.

Goal	Progress
To collectively rack up the number of steps required to walk between all of AAFC's Research and Development Centres across the country - from St. John's NL to Agassiz BC	<ul style="list-style-type: none">• As of October, the team has walked 6,409 km (just over 8 million steps)• This puts them somewhere in the mountains of British Columbia• Just 500 km to get to Agassiz ...



“Now that we've virtually visited all AAFC's Research and Development Centres, we would like to invite others to create their own WalkAbout teams and come visit us in Nova Scotia.”

A Talent Renaissance

First impressions are important. They set the tone for all the experiences that follow. A positive first impression for an employee is an important start to building a relationship with the workforce they have just joined.

Public Service Renewal is about people. It's about having the right people in the right positions at the right time with the right processes to enable the Department to achieve its objectives.

Tips for Success

- Start off on the right foot by providing new employees with an orientation. AAFC's student orientation program helps students establish positive, meaningful relationships right from day one.
- Provide support to help managers address common recruitment and onboarding challenges. Ensure escalation procedures are in place to alleviate the most pressing cases.
- Create a collaborative workspace for students and managers to facilitate dialogue and activities related to the Department's recruiting and onboarding efforts.

Highlights

- In partnership with the Public Service Commission, AAFC attended 11 career fairs at various universities across Canada. The Department undertook a concerted effort to include academic institutions within official language minority communities in its outreach.
- In support of official language proficiency, AAFC piloted a new *Second Language Evaluation Preparation Program*. To date, the Department has had great success with many employees obtaining their desired language levels on their first attempt.
- AAFC was the first department to add a full-time Elder to its workforce. The *AAFC Elder* is the primary liaison between the Department and Indigenous communities across Canada. The Elder engages with Indigenous stakeholders to further the Department's goals including:
 - Indigenous student recruitment;
 - building awareness in the Department of indigenous communities; and
 - engaging Indigenous Peoples in the development of the Next Agricultural Policy Framework.

Indigenous Student Recruitment Initiative

To encourage Indigenous youth to consider a career in science, AAFC launched an *Indigenous Student Recruitment Program* in Spring 2016.

In addition to supporting the Department's recruitment efforts, the program encourages Indigenous youth to pursue studies in science. It also enables Indigenous students to gain experience and knowledge of various careers available at AAFC and other departments.

The program recruited 21 Indigenous students for the summer term; 10 of these students continued into the fall term.

Watch as several Indigenous students share their experiences working at AAFC.



Subscribe to AgricultureCanadaEng for more videos.



LET'S TALK LEADERSHIP

How do you motivate the people
you lead?

Did you know ...

- AAFC is one of the departments that employs the most students in the Government of Canada.
- Continuing its long-term commitment to student employment, AAFC hired 1,118 students during the summer term and 621 students in the fall term. 12 students have been bridged into positions at AAFC.
- AAFC launched a *Student Bridging Inventory* in April 2016 to provide managers with access to a pool of students who are eligible for hiring upon graduation.

Students Supporting Students

Each year, AAFC welcomes over one thousand students from a broad range of academic disciplines and backgrounds into its workforce. The students enrich the diversity of the Department with fresh thoughts, opinions, perspectives, and experiences that inform what we do.

To support the integration of students, AAFC's Student Panel of Representatives for Orientation, Unity, and Training (SPROUT), hosts an orientation session at the beginning of each work term.

Benefits of the student orientation include:

- creating a more welcoming workplace;
- breaking the ice to help build professional and social networks quickly; and
- establishing common ground by sharing key departmental information, such as AAFC's values and the Department's mission.

Keys to Success

- Leverage lived experiences. The orientation session is organized by employees who started their careers with AAFC as students. These employees are well-placed to help address the challenges and interests of student employees.
- Support from the Young Professionals Network, Departmental Champion for Students, and managers. Supporters are actively involved, encouraging students to participate in the orientation.
- Bring in the experts. Inviting guest speakers from functional and specialized areas helps connect new employees with key departmental players.



Create time and space

Establish a culture of coaching across generations.
Create opportunities for cross-generational mentoring.



Real data fuels the continuous improvement process.

In the "measure" stage, establish:

- current baselines as the basis for improvement

Tips

- Identify the gap between current and required performance
- Collect relevant data for comparison
- Establish a high-level process flow baseline

Next Step: Analyze

Management and Leadership Development Program

Program Objectives

The *Management and Leadership Development Program* provides three weeks of classroom learning to help participants:

- understand and respect critical financial and human resources authorities and accountabilities;
- develop the necessary skills and competencies to effectively engage and manage employees to achieve results; and
- nurture talent and manage performance.

Now in its fifth year, the *Management and Leadership Development Program* (MLDP) supports AAFC managers by providing them with a network of peers in the Department. It also connects them with senior leaders and subject matter experts at AAFC.

The MLDP complements and builds on the Canada School of Public Service's Manager Development Program. The MLDP focuses on the transfer and application of knowledge, skills and competencies required for managers to be successful at AAFC.

Core to the MLDP is the DISC personality profile assessment. The DISC model provides a common language that managers can use to better understand themselves and to adapt their behaviours with others.

Other Professional Development and Apprenticeship Programs

AAFC's *Professional Development and Apprenticeship Programs* consists of formal training, coaching and developmental assignments within a structured learning framework. They are an effective way to attract and retain employees in fields where skills are not readily available in the labour market. They also accelerate the development of junior levels already in the field. The Department currently offers five development programs:

- Economics and Social Science Services Development Program (ECDP)
- Financial Officer Development Program (FIDP)
- Human Resources Coordinator Development Program - Staffing (HRCDP)
- Human Resources Development Program (HRDP) - a new program in 2016
- Purchasing and Supply Development Program (PGDP)

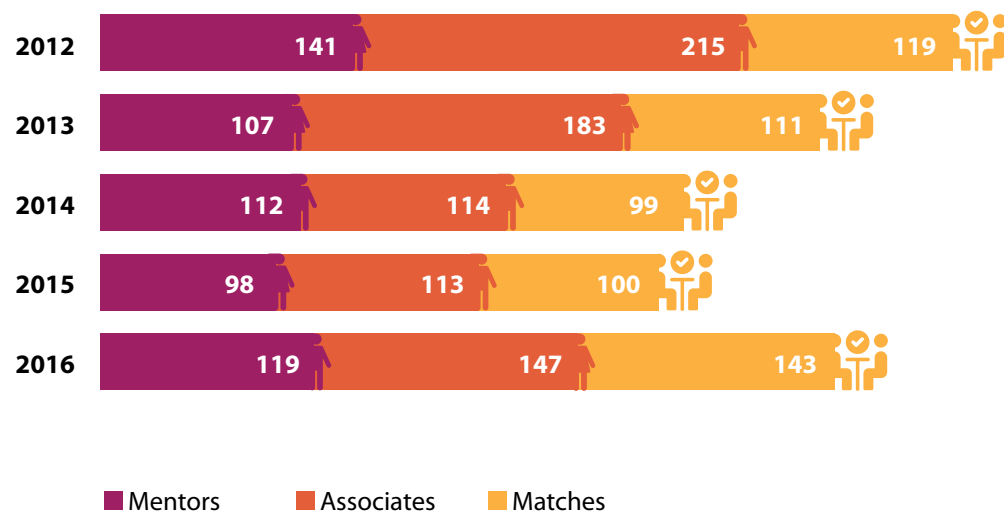


“My organizational awareness has been really enhanced. I leave [the MLDP] with a sense and feeling of being better prepared to take on whatever issues come my way going forward.”

National Mentoring Program

AAFC's *National Mentoring Program* provides a forum between experienced employees who share their professional skills, knowledge and insights with other employees interested in learning and developing new skills. In addition, it creates an opportunity for the transfer of valuable corporate memory to the next generation of AAFC employees.

An online system was created to match the competencies and skills associates are looking to develop with what prospective mentors have to offer.



If it's not clear why something happens, ask. You will often find opportunities for improvement.

In the "analyze" stage, identify, validate and select the root cause for elimination.

Tips

- Identify how process inputs affect process outputs
- Create process maps to help pin-point the root causes and other contributing factors
- Prioritize root causes to pursue in the "improve" step

Next Step: Improve

How to Run a Speed Networking Session

AAFC leveraged the speed networking meeting format to provide a venue for employees to expand their contacts within the Department. During a session, employees share their professional backgrounds and work experiences.



Instructions

- Two employees are paired up for 5 minutes to exchange ideas and share experiences.
- At the end of the 5-minute session, one employee moves to the next mentor and starts a new conversation.
- Repeat until each participant has met with each mentor or until time is up.

A Regional Twist

- Provide participants with a series of videoconference numbers to dial in at specified times, connecting them to various mentors.



Make small gains in efficiencies to create time to devote to the larger improvements.

In the “improve” stage, identify, test and implement a solution.

Tips

- Focus on the simplest and easiest solutions
- Test solutions: Plan, do, check and adjust
- Create and share detailed implementation plan

Next Step: Control



LET'S TALK LEADERSHIP

If you were the boss for a day, what would you do to positively impact your work environment?

Empowering Voices

Creating the time and space for dialogue doesn't stop at the office.

In developing the *Next Agricultural Policy Framework*, AAFC is seeking feedback from Canadians to help shape future policy and programs for the agriculture and agri-food sector. The consultation, including official language minority stakeholders, collects feedback on Growing Forward 2 to better understand the strengths and challenges of the existing framework. It also validates the key priority areas for the next framework.

Internally, AAFC made a concerted effort to consult employees on its human resources classification strategy and its directive on staffing.

Highlights

- A series of Wikipedia pages has been created to showcase the Department's scientific accomplishments and the people behind them. The Department started with women in science in an effort to inspire a new generation of scientists to work in the public service.
- A continuous process improvement project is underway to fine-tune the automation of onboarding tasks for new hires and streamline the process for obtaining information technology resources for employees and contractors.
- The *Federal Science Library* was recognized with a 2016 GTEC Distinction Award. AAFC is one of seven science-based partnering organizations that created a network to enhance access to global information resources, fueling scientific innovation, program and policy research.

Big Data Requires Big Storage

The scientific discovery work being undertaken at AAFC has created exponential growth in data, requiring additional storage capacity. While a few gigabytes of storage was appropriate for the work conducted a decade ago, today's research requires hundreds of terabytes to store and manipulate scientific data.

Working in tandem with Shared Services Canada, AAFC has developed a plan to address the Department's storage expansion needs.

Workstation Refresh Strategy

Technology has changed the workforce in many ways. It supports a variety of functions including communication, productivity, and scientific progress. Information technology is an integral part of how the Department operates. AAFC developed a Workstation Refresh Strategy, which includes managing the lifecycle of workstations, to equip employees with the tools they need to do their jobs.

Anticipated benefits include:

- Reduction in maintenance and support requirements
- Ensures lifecycle management pressures are addressed yearly



Show progress and achievements to keep the process team engaged.

In the "control" stage:

- monitor improvements
- sustain gains
- continue to improve

Tips

- Identify clear and real accountabilities required for implementation
- Create a control plan
- Update documents, business processes and training records as required

Repeat: Define

Crowdfunding for Charity

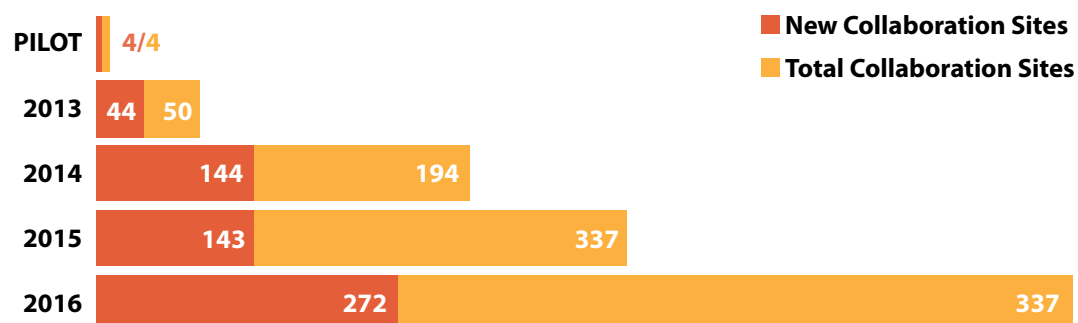
AAFC adopted the concept of crowdfunding to kickstart a charitable workplace campaign event. Once the initial fundraising goal was met, six senior managers squared-off in head-to-head debates on a variety of fun topics. This was the first-time ever that an online donation process was used to crowdfund an event. The event surpassed its fundraising goal by 44%.

Benefits of the Online Donation System

- Hassle-free collection of donations (no cash).
- Automatic tallying of donations, real-time results.
- Tax receipts issued for donations of \$20 or more (first ever for an event).

Knowledge Workspace Adoption on the Rise

Knowledge Workspace is an internal web-based environment that helps employees collaborate, network and manage information. Online workspaces are available for teams, communities of practice and committees to create, develop and share information. Features include calendars, surveys, discussion threads and instant messaging.

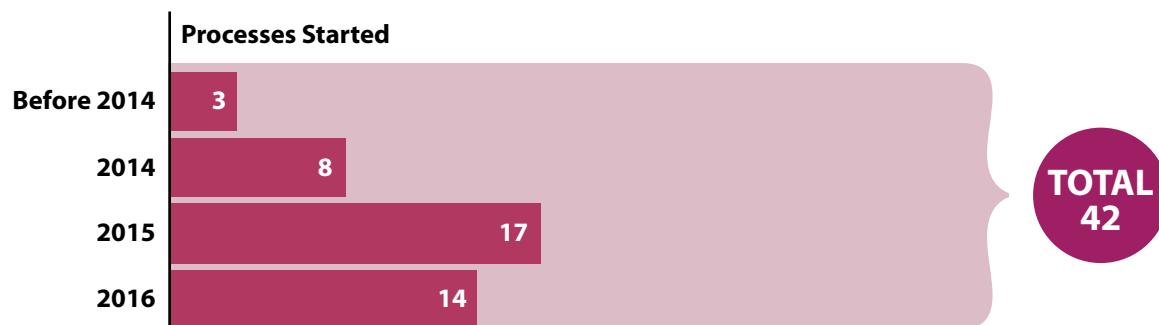


Keys to Success

- Ensure Site Administrators share the departmental vision for the use of the tool.
- Present timely and relevant information as web content.

Continuous Process Improvement

AAFC is currently running a third cohort of *Continuous Process Improvement Facilitator Training*. The *Community of Practice of Continuous Process Improvement Practitioners* is active and available to help others streamline their processes.



2016 Departmental Awards



Our employees do amazing things every day. AAFC's Gold Harvest and Deputy Minister Commendation Awards and Prize for Outstanding Achievement in Science honour the exceptional contributions our people make and the incredible results they achieve for the Department and for Canadians. Over 140 employees were recognized at this year's Departmental Awards Ceremony. Three employees were recognized in the category of career achievement.

Dr. George W. Clayton has dedicated 33 years to collaborating and leading innovative solutions to advance the Canadian agricultural industry. One of the pioneers who significantly contributed to the development, transformation and deployment of integrated no-till crop production systems, Dr. Clayton conducted the most comprehensive study to date on the advantages and disadvantages of growing genetically modified (GM) wheat. His comprehensive work has produced an important database for regulatory decisions on GM technology.

Dr. Robert S. Vernon contributed to the development of expert integrated pest management systems for many vegetable crops. These systems help farmers determine when to take control actions, enabling them to reduce pesticide spraying by up to 90%. His "Vernon Beetle Trap" can catch up to 7,000 beetles per trap, which is great for monitoring but also useful in developing integrated pest management strategies. Dr. Vernon is also the world's leading researcher on wireworm biology.

Mr. Ron J. Woodvine's work has led to improved water management on prairies and greater economic security to producers and local communities. From 2000 to 2008, Mr. Woodvine worked on a joint AAFC/ Canadian International Development Agency (CIDA) project to help increase agricultural production and improve food security in drought-prone Ethiopia. He taught locals how to undertake hydrologic studies aimed at securing water supplies and helped create a better hydrologic data collection system.

Public Service Award of Excellence 2016

Scientific Contribution

Genomics Research and Development Initiative Shared Priority Projects

The Food and Water Safety Team and the Quarantine and Invasive Species Team are commended for their outstanding scientific contribution and for leading the first-ever large-scale interdepartmental projects under the Genomics Research and Development Initiative. The teams:

- created a federally led system for analyzing genomics data;
- developed new technologies for detecting food- and water-borne pathogens, reducing detection time from days to hours; and
- advanced faster and more accurate ways to identify and trace the origins of invasive and quarantine species.

The success of these priority projects is a testament to the collaborative model of research in government and demonstrates that stronger results can be achieved for Canadians by sharing knowledge and resources.

Along with recipients from Canadian Food Inspection Agency, Fisheries and Oceans Canada, Health Canada, National Research Council Canada, and Public Health Agency of Canada, the AAFC recipients are:

- Patrice Bouchard, Ph.D.
- Robert Foottit, Ph.D.
- André Lévesque, Ph.D.
- James Macklin, Ph.D.
- Edward Topp, Ph.D.

Employee Innovation

Statistics Canada / Agriculture and Agri-Food Canada Field Crops Remote Sensing Team

The Field Crops Remote Sensing Team developed an innovative approach to measuring crop production by using satellite, meteorological, and historical survey data. Working together over several years, team members from Statistics Canada and Agriculture and Agri-Food Canada used combined data to create new estimates of national and provincial crop yields. The new approach to creating estimates provides similar quality data to what was collected in the annual crop survey, without the burden on farm operators. Canada is one of the first countries to release model-based crop yield estimates as official statistics. The team has showcased the powerful results that can be achieved through collaboration, dedication, and innovative thinking.

Along with recipients from Statistics Canada, the AAFC recipients are:

- James Ashton
- Catherine Champagne, Ph.D.
- Aston Chipanshi, Ph.D.
- Bahram Daneshfar, Ph.D.
- Andrew M. Davidson, Ph.D.
- Harvey Hill, Ph.D.
- Nathaniel Kenneth Newlands, Ph.D.
- Richard Warren
- Yinsuo Zhang, Ph.D.



LET'S TALK LEADERSHIP

How do you celebrate small and large successes?

AAFC's Almanac Predictions for 2017

AAFC continued to make solid progress during 2016 on realizing the Blueprint vision.

By building a culture of leadership at all levels, every employee can take personal responsibility for becoming agents of change for the Department.

The concept of continuous improvement brings incremental change, allowing the Department to build on ideas over time. Operating in an environment focused on results and delivery, AAFC is encouraged to take smart risks and try new things. Learn from the mistakes and adjust the approach.

2017 will bring new challenges. As the number of priorities increases, AAFC must be flexible in the deployment of its resources to serve the evolving needs of Canadians. The Department needs to continue to equip its workforce with the right tools, use streamlined processes, and create the time and space to allow its employees to do what they do best.

Our people are our most valuable resource. AAFC's progress to date on respectful workplace and recruitment and onboarding will serve as cornerstones as it continues to create an environment that fosters a high-performing workforce to serve the country's evolving needs.

Canada 150

AAFC's Canada 150 video is a story of modern agriculture. It is a marriage of technology with the talents of public servants.

From the composition of the soundtrack to the programming of the global positioning systems that make it possible to cut the Canada 150 logo into a wheat field, every element of this video is done by public servants.

The video is a prime example of the good things that can happen when you allow employees to think big, take chances and equip them to succeed.

This is one result of public service renewal at AAFC. And as the video says – it's just the beginning.



Create time and space

Discover what other skills and talents your employees can bring.



Subscribe to AgricultureCanadaEng for more videos.

