

- Ministry of Children, Community and Social Services

Workforce Strategy

Developmental Services
Human Resources Forum

October 29 & 30, 2024

Ontario



DS Workforce Strategy Framework

As a key enabler of Developmental Services Reform, the **DS Workforce Strategy** aims to build a sufficient supply of skilled, qualified, diverse, and professional workers to address workforce shortages and enable new ways of supporting people with developmental disabilities.



Workforce Strategy Implementation: Ministry-Sector Partnership

Steering Committee

Oversees, monitors and integrates all aspects of the sector workforce initiatives including the process, timelines and deliverables of all Task Groups, and will seek advice from the Collaborative Table

** Includes chairs of initiative-specific Task Groups*



Collaborative Table

Provides advice and feedback to the Steering Committee on the proposed implementation initiatives

** Includes individuals with lived experience of providing care or being cared for, self-advocates and bargaining agents*

Four (4) sector-led Task Groups lead the design, implementation and execution of initiatives

Skills Development & Training

Initiatives to support development of skilled workers, and improve leadership capabilities to advance new workforce models and enable diversity in service model

Talent Acquisition & Workforce Development

Tactics that attract and ensure a diverse, stable and engaged workforce that is responsive to employee needs and supports career advancement

Research & Data Indicators

Tactics that support the collection, maintenance, and analysis of workforce-related data to make evidence-informed decisions

Communications

Lead communications of Workforce Strategy across the DS sector to support uptake and change management on DS Reform

Description

Operational Leaders Workshop



Presented by:

Jamie Russell & Holly Duff

**Skills Development & Training
Task Group**

Operational Leader

Agenda

- Overview of Operational Leaders
- Polarity Mapping as a tool for change management
- Upcoming COP sessions



Provincial Network
on Developmental Services

Operational Leaders

Community of Practice

Evolution



Operational Leaders

Training impact

Higher Purpose?

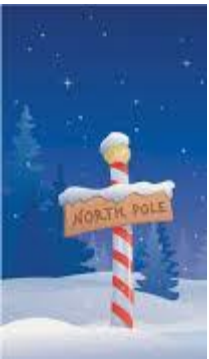
+ of focusing on activity

+ of focusing on rest

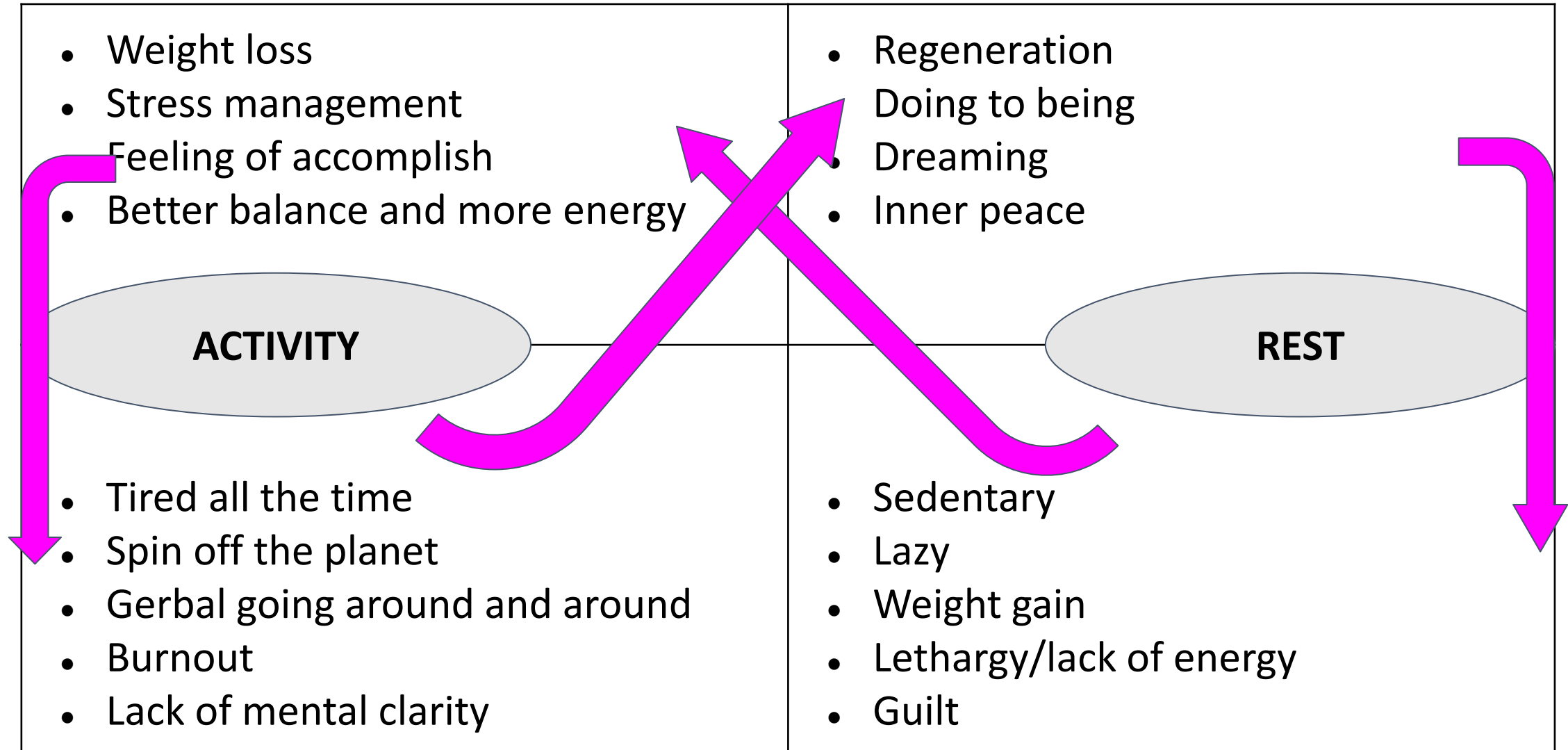
- Of focusing on activity

- Of focusing on rest

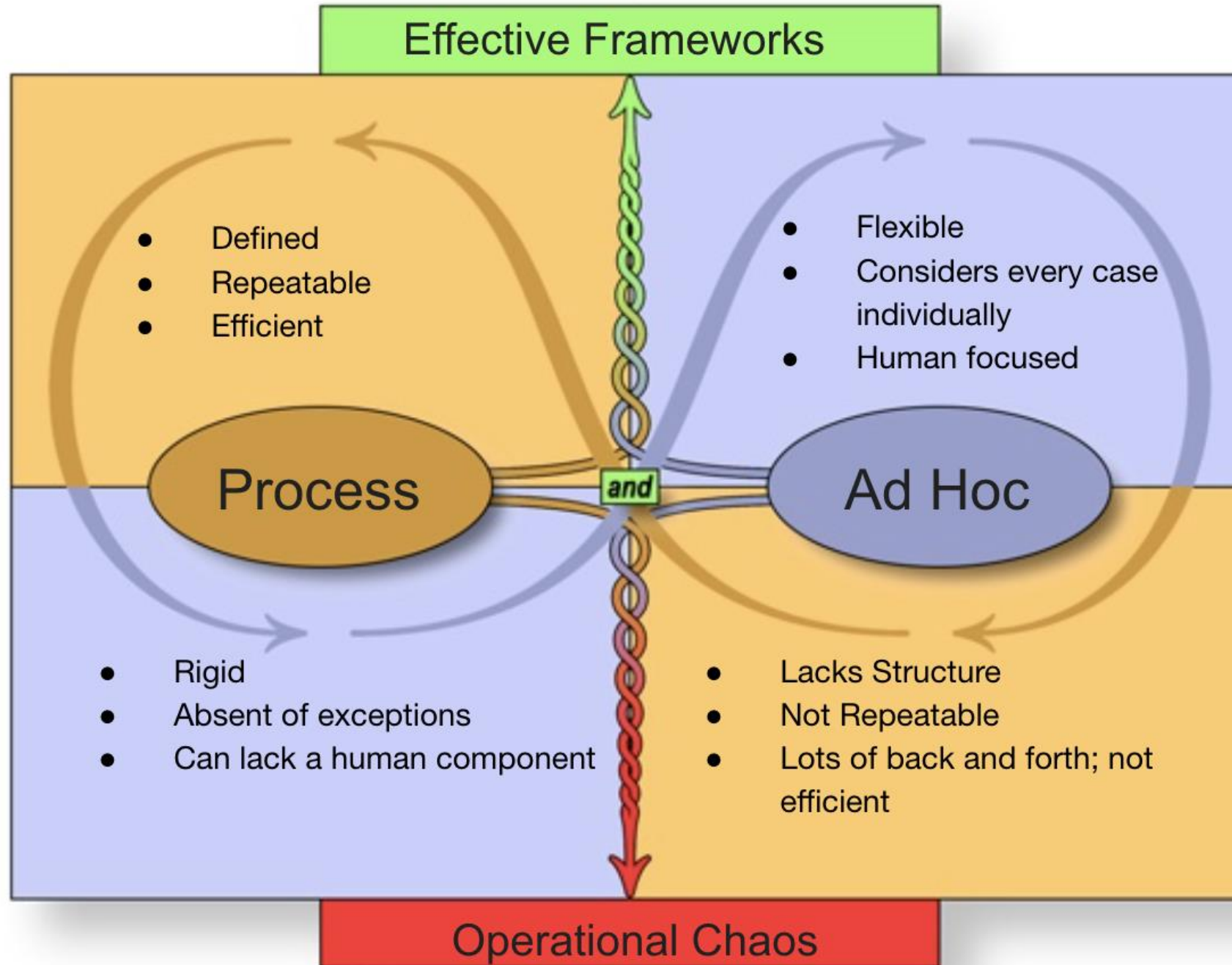
Fear of lack of balance?



ACTIVITY and rest



Polarity Management® Map



Operational Leader

Potential Polarities

Employee Focused	Person Supported Focused
Focused on agency values	Focused on Person directed values
Staying true to our roots	Embracing change
Focus on current staff crisis	Build strategies for long term talent pool
Focus on current services	Focus on innovation
Building a strong agency	Building community connections
Focus on the uniqueness of the people we support and our agencies	Focusing on the commonalities of everyone in the community

Operational Leaders

Small groups

- Identify a polarity
- Note the higher purpose of the polarity and fear
- Fill in the chart for the polarity

Debrief

- How can this be helpful?
- How this be helpful as you initiate change and growth in your agency?
- Other thoughts

Looking ahead

Next sessions

Date	Topic	Date	Topic
October 2024 – HR Forum In Person	Polarity Mapping	May 19, 2025	Recruitment – Getting Summer Ready
November 18, 2024	Delegating	June 16, 2025	Turning Conflict Into Collaboration
December 16, 2024	Getting the Most Out Of Your Team Meetings	July 21, 2025	Artificial Intelligence
January 20, 2025	Change Management	September 15, 2025	Leadership Styles
February 17, 2025	How to Foster Wellbeing on Your Team	October 2025 – HR Forum In Person	Leadership From A Distance
March 17, 2025	Money Talks	November 17, 2025	Managing Around Your Team
April 21, 2025	Tools for Time Management	December 15, 2025	Valuing EDI

Operational Leaders

Questions?