

Position Profile

President and Chief Executive Officer Workplace Safety & Prevention Services Mississauga, Ontario

THE COMPANY

Workplace Safety & Prevention Services (WSPS) is a leader in providing impactful occupational health and safety risk management solutions that drive lasting business success for its customers. WSPS offers unparalleled health & safety expertise, consulting, training, and resources. Their mandate includes helping businesses understand their risks and legal obligations to stay in compliance and build safer workplaces.

A dynamic \$43-million organization servicing 171,000 member firms and 4.2 million workers across Ontario, WSPS is primarily focused on supporting the manufacturing, agricultural and services sectors. As the largest health and safety association in the province, WSPS brings together community and business leaders to influence positive change to create a safer and more profitable Ontario.

Vision: Protecting the potential of Ontario's businesses and employees by keeping every worker, healthy and safe, every day.

WSPS is committed to achieving the highest standards, through continual improvement, in providing programs, products, and services that:

- ▶ Meet customer and government policy mandated requirements, and serve the needs of its stakeholders,
- ▶ Are effective for the prevention of injury and illness in the workplace, and
- ▶ Provide value in terms of the services delivered and outcomes achieved for the costs incurred.

Ontario's Integrated Health and Safety Strategy was introduced in December 2013. Under the leadership of the Ministry of Labour, Training and Skills Development (MLTSD) and the Chief Prevention Officer, WSPS, in turn, introduced its 2021 – 2023 Strategic Plan with the following key objectives:

- ▶ Provide world-class OHS prevention and safety expertise – be known and sought out as the leading sector expert for workplace harm prevention and safety outcomes,
- ▶ Accelerate customer solutions – maintain pace with customer needs as technology accelerates and businesses change, and,
- ▶ Create safer workplace cultures – foster the attitudes and behaviours that propel a workplace culture of health and safety.

As one of four health and safety associations operating under the Health & Safety Ontario banner and a recipient of significant transfer payments from the provincial government, WSPS is a valued partner and a critical player in Ontario's health and safety system. As the province adjusts to living through a global pandemic and reflects on its learnings, WSPS is tasked with forging a path back to a balanced budget and to new and innovative ways of developing and delivering revenue generating services that return the organization to its pre-pandemic self-generated revenue levels, or ideally, beyond, in order to fund growth plans and cover additional costs.

In concert with the Ontario government's strategic planning efforts and in keeping with its stated value to strive to be future-focused, WSPS' senior leadership team is well into the execution phase of its new and bold 3-year strategic plan, placing additional emphasis on: the integration of psychological health with physical harm safety & prevention; expanding its communication and service delivery capabilities to include digital and virtual channels; and, developing a management systems framework to standardize the company's training and consulting offering.

In navigating through its digital transformation journey, WSPS is expressing its desire to offer clients choice in learning and utilizing service delivery formats and platforms. By embracing this shift, the organization will need an employee base that is flexible and comfortable delivering content and services in multiple formats.

A key element of success for WSPS will be evidenced in the organization's ability to align their occupational health and safety activities with the Province's strategy framework and play a key role in driving an integrated approach with a continuous improvement lens on performance measurable results and outcomes. For more information on WSPS, please visit their website: www.wspss.ca.

POSITION SUMMARY

Reporting to the Chair, Board of Directors and working directly with Ontario's Chief Prevention Officer, the position is responsible for the leadership and oversight of WSPS and to ensure that the requirements of the designated entities as established by the MLTSD are met, and where possible, exceeded. The President & CEO is responsible for executing on the current WSPS strategic plan and for the development and execution of a subsequent strategic plan that will further position WSPS as an efficient, client-focused organization that is considered a leading authority on Health & Safety (H&S) in the province of Ontario.

The position is accountable for the vision, strategy, business objectives and delivery of WSPS's services, as well as current and long-term operation and continuous improvement of the organization. The President & CEO is responsible for the development and maintenance of WSPS's relationships with the WSPS Board of Directors, strategic business clients and partners, volunteers and system partners in order to influence and maximize prevention outcomes within the province.

KEY RESPONSIBILITIES

Strategy Development

- ▶ With the Board, defines the strategic direction for the organization. Communicates the organization's business strategy and priorities. Establishes and communicates clear and measurable objectives for employees that align with broader organizational goals.
- ▶ Vigilant in seeking new growth opportunities, markets or industries, that will advance the vision and better meet client needs now and in the future.
- ▶ Provides leadership within WSPS and the broader prevention system on the vision of reducing workplace injuries and illnesses.
- ▶ Drives WSPS to be a client-focused, trusted advisor to organizations regarding health and safety.

Relationship Building

- ▶ Enhances the effectiveness of the Ontario H&S prevention system as a whole, through personal leadership, developing strong strategic alliances/partnerships and active participation in related committees, to deliver programs and services aligned with WSPS's goals, while fostering an environment of collaboration and mutual respect.
- ▶ Champions WSPS internally and externally as the leader in H&S in Ontario.
- ▶ Ensures that WSPS develops and maintains strong relationships with major stakeholders, including member firms, WSIB, MLTSD, Federal Government and various trade associations and is represented in relationships with major national organizations.
- ▶ Provides guidance to the process of developing a volunteer network spanning regions and industry specialties, including Advisory Committees.
- ▶ Enhances the organization's image by speaking at events and organizations, chambers of commerce, and industry associations, bringing a message of Health & Safety Acts as the spokesperson for the WSPS for all media and government agencies.
- ▶ Maintain effective relationship with the Board of Directors through meetings, briefing materials and on-going interactions.

Strategy Execution, People & Culture

- ▶ Leads and guides senior management team in creating a culture that thrives on change and innovation with an entrepreneurial mind-set.
- ▶ Responsible for the development and successful implementation of the annual business plan and budget and the presentation of these to Board of Directors for approval.
- ▶ Champions the migration to a funding model that aligns with both the shorter term and the longer term investment plans of the business.
- ▶ Develops revenue generating strategies and encourages staff to adopt an entrepreneurial manner that will result in maintaining a healthy tension between government funding and self-funding initiatives.
- ▶ Reports regularly to the Board of Directors as to operating results relative to plan performance and action steps where course corrections are necessary.
- ▶ Identifies enterprise risks and development mitigation strategies to manage risks, including stewardship of corporate resources.
- ▶ Oversees technology adaptation and ensures the organization is effectively resourced to further develop and implement technology solutions (i.e. digital delivery channels) that are valued by the current and future member base.
- ▶ Responsible for the health, safety, wellness and environmental performance of the organization and the work-related safety and well-being of WSPS's employees, contractors and volunteers.
- ▶ Leads direct reports in their personal growth and development to align their skill sets and goals with organization's targets and mandates.
- ▶ Manages the performance and succession of the senior management team.
- ▶ Promotes positive employee engagement / satisfaction results and a healthy workplace culture and high performance work environment.
- ▶ Champions equity, diversity and inclusion principles evidenced in the WSPS work environment and in the organization's programs and services, current and future.

Contributes to a Healthy and Safe Work Environment

- ▶ Adheres to WSPS policies, procedures, process fact sheets, guidelines and business rules established in the WSPS Quality Management system which ensures the achievement of our quality goals.
- ▶ Contributes to promoting a healthy and safe culture, and links efforts to the WSPS quality management system approach (Plan, Do, Check, Act, Continuous Improvement Cycle).
- ▶ Monitors WSPS Quality Management system i.e. responds to organizational quality issues; recognizes critical errors and corrects them. Responsible for conformance to the overall Occupational health and safety management system, including adherence to health and safety standards, best practices, quality initiatives, and compliance with regulation and legislation.

THE CANDIDATE

The ideal candidate will possess the following knowledge, experience, skills and attributes:

- ▶ Has held progressively more senior executive level leadership positions within health and safety organizations or equivalent large scale, public stewardship-oriented environments.
- ▶ May complement public or not-for-profit sector expertise with experience gained within private sector environments.
- ▶ Brings expertise and/or foundational knowledge in health & safety and/or learning & development.
- ▶ A purpose-driven leader with strong strategic leadership and operational management skills.
- ▶ Well-developed business and financial acumen necessary to successfully deliver on full profit and loss responsibilities; must, at least, have managed a significant functional budget.
- ▶ Experience with or an understanding of government funding models and transfer payment agreements.
- ▶ A proven ability to instill an entrepreneurial culture that encourages the drive for additional revenue.
- ▶ A strong track record working collaboratively with boards, senior leadership teams, business partners, volunteers, and the public at large.

- ▶ Experience dealing with boards and board governance, either as a Board Member or working with/reporting to a board, complemented by a demonstrated collaborative /partnership approach and style.
- ▶ Able to maintain and further nurture strong and productive relationships with the Ministry of Labour, Training & Skills Development and the Chief Prevention Officer.
- ▶ Is comfortable with technology as a strategic tool and is aware of the benefits and risks associated with leveraging technology and in digitizing a business.
- ▶ Experience developing and implementing leading customer service practices, including articulating an organization's brand and broadening its consumer awareness.
- ▶ Employs creative ways to enhance employee engagement and to attract and retain key talent.
- ▶ Acts as a role model for others, holding self and others accountable for actions and results; builds leadership capacity and capability within the organization with a succession planning lens.
- ▶ Offers a track record of creating a culture of respect, trust and inclusion where all employees have a voice.
- ▶ Creates a strong sense of shared purpose in others and motivates them to high levels of performance aligned to the organization's mission, vision, and core values.
- ▶ Considered a 'change champion' who is committed to continuous improvement – someone who has led an organization through a transformation journey that is anchored by a consistent focus on enhancing the customer experience.
- ▶ Projects executive presence and acts as the public face of the organization; communicates and educates effectively with the public; is politically astute.
- ▶ As a skilled communicator, listener and relationship builder, is capable of establishing a high level of credibility and trust across a wide spectrum of stakeholders.
- ▶ Can embrace the organization's commitment to the greater good of positively impacting the health and lives of Ontarians, and,
- ▶ Can call on a sense of humour.

EDUCATION/PROFESSIONAL QUALIFICATIONS

Holds a bachelor's degree or the equivalent in experience and qualifications. An advanced degree or qualifications in business administration, finance, and/or public administration/public policy would be a strong asset.

CONTACT INFORMATION

If you are interested in being considered for this exciting and challenging senior executive leadership position, **please submit your expression of interest (cover letter and current resume) to Cheryl Lai, Senior Consultant at cheryl.lai@lhhknightsbridge.com** with "WSPS President & CEO" in the subject line.

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