



Mississippi
Mills

Mississippi Mills 2048

Our Community, Our Future



Human Resources Strategic Plan

The Human Resources (HR) Strategic Plan for the Municipality of Mississippi Mills outlines the municipality's approach to managing its workforce in alignment with its long-term goals.

The plan is designed to put systems in place to ensure that the Municipality has the required human capital to meet its overall goals and objectives. It provides a comprehensive road map for managing and optimizing the workforce to drive organizational success.

The HR strategic plan focuses on creating a clear framework for attracting, developing, retaining and engaging talent, ensuring that the right people with the right skills are in place at the right time.



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Right time, Right place,
Right person:
The right combination
for success



What Guides Us...

Vision: To cultivate a highly skilled, diverse and engaged workforce that supports the Municipality of Mississippi Mills in delivering exceptional services to the community.

Mission: To attract, develop, retain and empower municipal employees through innovative HR practices, fostering a workplace that promotes well-being, collaboration and continuous growth.

Strategic Initiatives...

- **Operational Excellence** – Improve efficiency, compliance and risk management strategies
- **Workforce planning** – Proactively identify skill gaps, retirements and prepare for transfer of knowledge
- **Leader and employee development programs** – Build a culture of continuous learning
- **Succession planning** – Develop employees from within
- **Recruitment and retention strategies**
- **Strategic alignment of goals** – Employee, leadership and Council