



## Case Study: Thunder Bay Hydro

The members of the senior team recognized a need for succession planning and the development of high potentials within the organization. Since many senior people were due to retire within the next few years, they recognized the need to prepare the next generation to move into these positions.

Strategicplay® Group Ltd. developed, designed, and implemented two programs spanning over approximately a two year period. The first program was designed as a new leader program. People were encouraged to attend a highly interactive program where many hands-on tools were used along with short video clips, lectures, case studies, and games for experiential and action learning. The program was delivered during a four-hour period, twice monthly, over 10 months.

Eighteen people registered. The sessions were so well attended and received by the group an advanced program was offered. The second program ran with the same schedule and format as the first, but this time current managers also joined to learn the identified and required advanced skills.

The program was successful as many of the participants moved into positions with greater responsibilities. Many of the participants are already shining as well-respected leaders.

The Vice President of Human Resources Andrew Covello made these comments about the program.

*"Lloyd Smith Solutions affected our staff positively by delivering programs that were progressive and engaging, as well as by giving them tools they could employ immediately. We are confident that the program developed will ensure the future success for all involved and enhance their capabilities as leaders within our organization."*

- Andrew Covello, Vice President, Human Resources & Safety & Chief Privacy Officer  
Thunder Bay Hydro [www.tbhydro.on.ca](http://www.tbhydro.on.ca)

