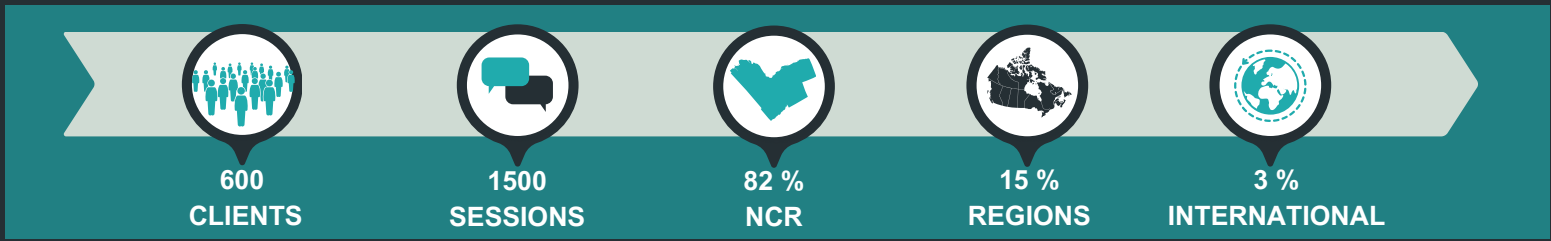
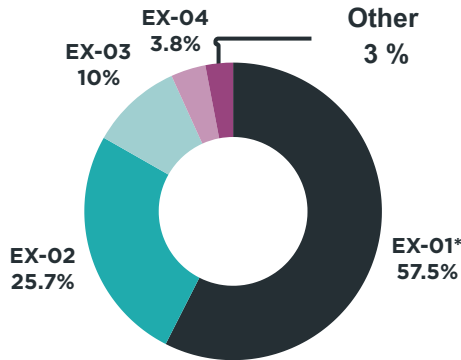


ADVISORY SERVICES TO EXECUTIVES

2023-2024 YEAR IN REVIEW

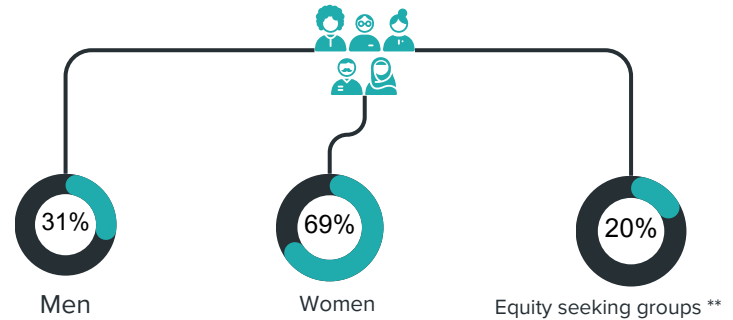


WHO IS ACCESING SERVICES ?



*35% of that percentage are new executives

A DIVERSIFIED EXECUTIVE CADRE



** clients self-identified as belonging to the following equity seeking groups: Black executives, Indigenous executives, persons with a disability, persons of colour, and members of the 2SLGBTQIA+ communities

MAIN REASONS FOR CONTACTING ASE



Terms and conditions of employment



Demystifying various types of conflicts and workplace issues



Effective onboarding strategies



Career reflection and career management strategies



Managing up strategies and setting healthy boundaries

HIGH LEVEL CONCERNS RAISED



Difficult and complex operating environments – Budget constraints and realignments leading sometimes to chaos and conflicts of roles and responsibilities

Unsustainable workload leading to exhaustion and executives wanting to look for other opportunities

Differences in leadership styles and approaches leading to conflicts and values and ethics dilemmas

Lack of support and compassion when executives are faced with workplace issues (investigation, fact-finding, workplace assessment, etc.)

PARTNERSHIP ACTIVITIES

- ✓ Partnerships with various service providers in the areas of mental health and wellness, leadership development, professional coaching services and legal services
- ✓ Active promotion of Health Canada's Decompression Program for executives
- ✓ Collaboration with OCRHO on their [Back pocket guide for executive supports](#)
- ✓ Development of additional strategies, recommendations and [practical resources](#)

