

FRASER RIVER PORT

a vital link to Canada's Pacific Gateway



Gary Brush
Vice President, Finance & Administration

Fraser River Port Authority

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Current Developments in Human Resources

- 50,000 foot look at Human Resources from the Fraser River Port Authority's point of view



Who We Are

Fraser River Port Authority's Mandate:

- facilitate trade and waterborne commerce on the lower Fraser River



Canada's 2nd largest port:

- 9 municipalities
- 38.8 million tonnes in 2005
- 4th largest in container volume



Where We Do It

We are strategically located on Canada's West Coast



Fraser River Port: Heart of the Lower Mainland



Why We Do It

A series of events have lead to our current situation, including:

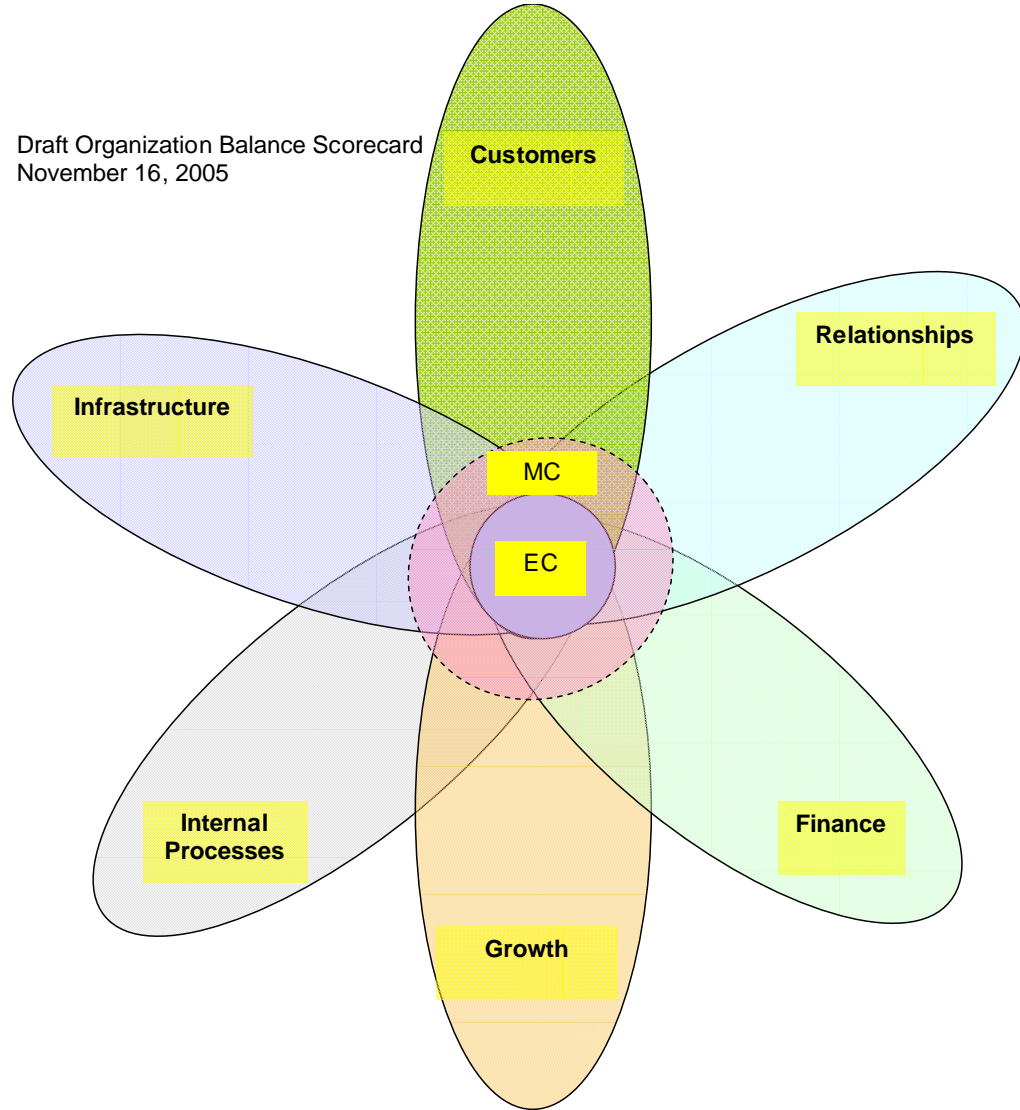
- Downloading of Dredging
- Canada Marine Act
- Change in CEO



How We Do It

Draft Organization Balance Scorecard
November 16, 2005

- Our organization



How We Do It

- Our People

How we hire them:

- Competencies
- Leadership
- Evaluation
- 360s

Organizational Core Competencies

Conceptual Thinking

- The ability to analyze hypothetical situations or abstract concepts to compile insight

Customer Focus

- A commitment to customer satisfaction

Developing Others

- The ability to contribute to the growth and development of others

Leading Others

- The ability to organize and motivate people to accomplish goals while creating a sense of order and direction

Problem Solving

- The ability to identify key components of a problem to formulate a solution or solutions

Self Management

- The ability to prioritize and complete tasks in order to deliver desired outcomes within allotted time frames

Teamwork

- The ability to cooperate with others to meet objectives



Additional General Competencies

- Accountability for others
- Conflict management
- Continuous learning
- Decision making
- Diplomacy and tact
- Empathetic outlook



Additional General Competencies cont'd...

- Flexibility
- Goal achievement
- Influencing others
- Interpersonal skills
- Objective listening
- Planning and organization



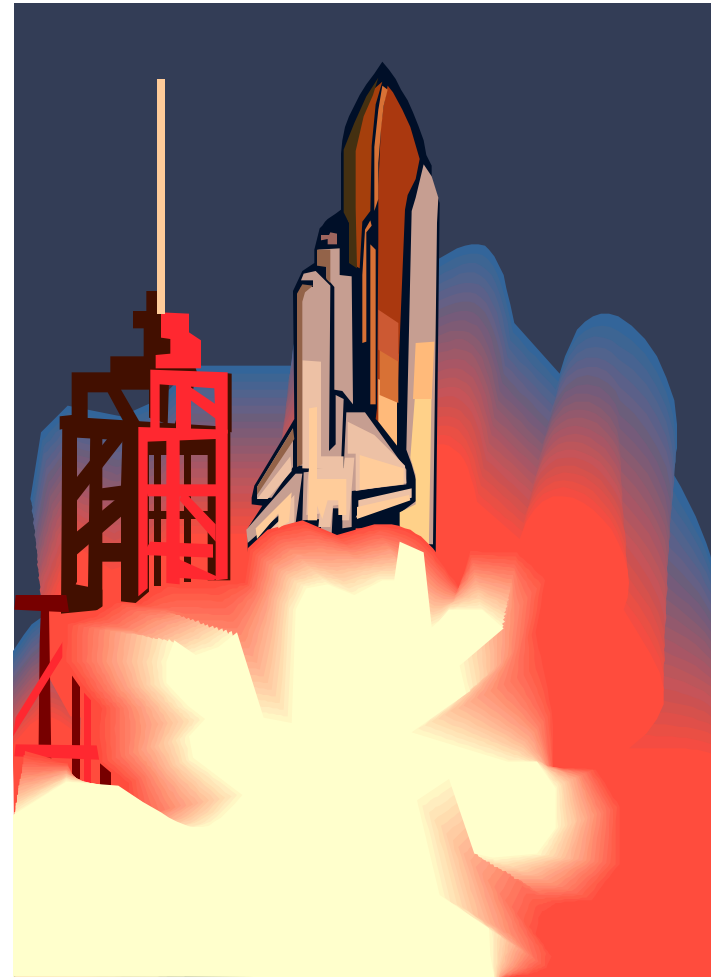
Additional General Competencies cont'd...

- Resiliency
- Results oriented
- Self-starting ability
- Taking responsibility: personal accountability

How We Do It

Strategy

- Strategy, the balanced scorecard and individual objectives



Leadership



Amalgamation

- What we have learned, what we did well, what we didn't do so well and how we are preparing for the new entity for the lower mainland of British Columbia.

Thank you!



Questions?