FRASER RIVER PORT

a vital link to Canada’s Pacific Gateway

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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

- 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?