



MSBA HUMAN RESOURCE SERVICES

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MSBA Human Resource Services



MSBA offers ‘value added’ HR Services:

- Executive recruitment services
- Executive performance evaluation design and training
- Market/compensation reviews
- Employment contract review
- Organization design
- HR policy development
- Measuring employee engagement
- Development of Employee Value Propositions
- Conflict resolution services
- HR professional development
- Strategic HR initiatives

Executive Recruitment

- Strategic job ad development and selection of job posting websites
- Working with school boards to ensure position description is reflective of position
- Development of interview questions
- Creation of evaluation scoring matrix
- Guidance on reference interviews
- Refine or develop employment contracts



Executive Performance Evaluation design and training

- Work with school board to evaluate Executive positions
- Assist with the development of the assessment design, competency requirements and execution of the evaluation
- Provide development on how to effectively evaluate performance and the importance of evaluations



Market/Compensation/Employment Contract review



- Educate leaders on current compensation trends and research
- Provide market research and information collected throughout Manitoba divisions
- Assess and provide advice on compensation structures within divisional roles
- Review and recommend updates to employment contracts within divisional offices

Organization Design

- Review and recommend organizational designs/structures
- Provide market research and information collected throughout Manitoba divisions
- Review and recommend updates to job descriptions

Measuring employee engagement

- Provide insight and current practices to assess and collect employee engagement statistics
- Provide tools to support data collection
- Assist with interpretation of findings and creation of action items
- Deliver training to support the value and execution of engagement surveys



Development of Employee Value Propositions

- Assist development of an Employee Value Proposition (EVP) to attract candidates to your school divisions
- Survey your EVP attributes to hone in on the key elements to promote your roles and retain top talent
- Facilitate information sessions on the creation of an EVP and the importance in today's market



Conflict resolution services



- Provide counsel to support employee inter-personal relationships
- Assist as a neutral third party to mediate conflict resolution
- Connect to other third party resources as required

Professional Development

- Facilitate training on a variety of HR, leadership, and employment topics
- Can develop training support on request
- Lead HR liaison group to support and develop HR capacity within all divisions



Strategic HR initiatives

- Explore HR initiatives to provide effective synergistic operational outcomes for school divisions
- Move toward greater consistency of HR policies amongst school division