

Report to Council



Date: June 16, 2025

To: Council

From: City Manager

Subject: CAMA Inspiring Workplace Award Presentation – Leadership Development
Mentorship Program

Department: Human Resources

Recommendation:

THAT Council receives, for information, the report from Human Resources dated June 16, 2025, regarding the receipt of the 2025 CAMA Inspiring Workplace Award for Municipalities in the Over 100,000 Population Category, for the Leadership Development Mentorship Program.

Purpose:

To present Council with the 2025 CAMA Inspiring Workplace Award.

Background:

Each year the Canadian Association of Municipal Administrators recognizes Excellence in Municipal Administration through the Annual Awards program. This national awards program recognizes the achievements of local governments and their chief administrators in the development and implementation of successful programs, projects or services.

Pursuing awards is an opportunity to celebrate projects, achievements and excellence in public service, including those that have advanced and delivered on Council and Corporate priorities. Awards put a spotlight on innovation, service and teamwork of staff across the City of Kelowna. Recognition through awards positions Kelowna as a leading municipality and desirable place to live, work, play and invest in. This successful application was led by staff from the Human Resources Division with support from the Partnerships Office.

The City of Kelowna was presented the 2025 CAMA Inspiring Workplace Award for Municipalities in the Over 100,000 Population Category, for the Leadership Development Mentorship Program. The municipality will have demonstrated leadership in creating an inspiring and positive work environment for its employees that enhances employee engagement, job satisfaction, and overall well-being.

The Leadership Development Mentorship Program is part of the City's succession planning strategy and supports staff who have identified a Supervisory or Management role as a future career goal. The

program provides the opportunity to be mentored by an experienced City Leader and brings a private sector approach to public sector administration. It's an in-house program with relatively low costs. Since 2018, 65 pairs have completed this program and in 2025, 30 pairs are actively mentoring. Pairs focus on developing a wide range of leadership skills through cross functional relationship building, contributing to employee engagement, leadership accountability, and talent retention.

The success of this program is a result of the City's unwavering commitment to leadership development and leadership from everywhere, a one team approach and best practices in talent development and succession planning.

Internal Circulation:

General Manager, People and Protective Services

HR Director

Intergovernmental Relations Manager

Partnerships Coordinator

Communications Director

Media Relations Manager

Submitted by: B. Cavezza, HR Programs and Systems Manager

Approved for inclusion: S. Leatherdale, People and Protective Services General Manager