

Winning Culture Goal Tip Sheet

By living the OLG Truths, each OLGer plays a critical role in shaping the culture at OLG. This year OLGers are encouraged to **“Contribute to a fun, inclusive and performance-driven culture”** as one of your performance goals for F25. Make it personal, consider what and how you will contribute to OLG culture this year. Outlined below are some examples of Initiatives and Measures that OLGers can adopt when drafting their own Winning Culture goal:

Initiatives (activities undertaken to achieve the goal):

- Commit to continuous learning by leading and participating in my own development discussions and activities
- Enroll in OLG Career Centre and/or OLG’s Mentorship Program
- Complete all corporate learning training
- Follow corporate guidance on hybrid work, and positively contribute to in-person experiences
- Actively participate in Employee Resource Group (ERG) events, United Way, Federated Health and/ or Volunteer Day activities
- Support and acknowledge team members and peers through use of the Acknowledge recognition program
- Participate in employee engagement activities eg. monthly EXM, employee engagement and EDI surveys, providing recommendations and contributing to follow up discussions
- Organize team building activities to enhance collaboration and connections
- Actively seek ways to prioritize *sustainability* in your work
- Creating an environment where employees feel safe and supported to take smart risks that enable growth and innovation.

Measures (a Key Performance Indicator):

- At least one non-training, personal development item submitted in Workday Careers section
- Meet or exceed weekly in-office target
- Participated in at least two events that strengthen OLG culture and encouraged OLG Truths in day-to-day work
- At least two employee engagement and two EDI Census action items undertaken
- Completed all mandatory learning within the timelines/deadlines
- Demonstrated at least two ways OLG’s Sustainability Plan can be integrated across your team, department, division and/or enterprise
- Established at least two ways you foster OLG’s risk culture across your team, department, division and/or enterprise

We all contribute to OLG’s success. Working together to create and accomplish common and individual goals that inspire performance, helps to promote a winning culture and deliver on our promise to contribute to a better Ontario.

OLG

4120 Yonge St., Suite 600
Toronto, ON
M2P 2B8

4120, rue Yonge, bureau 600
Toronto (Ontario)
M2P 2B8

T: 416-224-1772
F: 416-224-7000
www.olg.ca