



## CHRISTIAN HORIZONS' COMMITMENTS TO EMPLOYEES

### **To be treated with dignity and respect**

Be valued. Be informed. Be able to provide organizational input...

*Together we serve the person with exceptional needs*

### **To be heard and engaged in resolving conflicts**

Engaged and listened to toward peaceful resolution. Clear, open, private and timely feedback.

Available, appropriate and helpful peer support...

*Together we support each other*

### **To be informed of duties and responsibilities**

Receive clear orientation and clear expectations. Receive regular feedback. Receive information and the opportunity to provide input into the organization....

*Together we understand*

### **To be provided with adequate administrative and supervisory support**

Available resources to complete tasks. Shared responsibilities across teams. Regular support from manager. Support to equip people for success...

*Together we accomplish*

### **To be informed of performance levels**

Receive regular, timely and open encouragement in areas of strength and development. Receive annual review including feedback from peers and those supported. Able to appropriately share observations regarding peers' and managers' performance...

*Together we develop*

### **To be compensated on the value of contributions**

Appreciated through fair compensation. Informed of compensation plans. Encouraged, recognized and valued...

*Together we make things better*

### **To be honoured for years of service**

Recognized for years of service and milestone anniversaries. Celebrate dedication through public recognition and personal appreciation....

*Together we celebrate*

### **To be considered for promotional opportunities**

Opportunity for leadership development. Fair selection process. Feedback to help prepare and develop for future opportunities.

*Together we grow*

*Together we should be regularly experiencing these "Commitments to Employees". If you are not experiencing these connect to make things better.*