

2024 CreateTO Annual Objectives

Date: February 23, 2024

To: Board of Directors, CreateTO

From: Chief Executive Officer, CreateTO

Wards: All

REASON FOR CONFIDENTIAL INFORMATION

This report deals with personal matters about an identifiable individual and deals with a proposed or pending acquisition or disposition of land by the Board of Directors of CreateTO and/or the City.

SUMMARY

This report includes two confidential attachments:

1. CreateTO's 2024 Annual Objectives and the corresponding performance objectives of the Chief Executive Officer for 2024.
2. CreateTO's 2024 Project Work Plan, with key milestones and target deliverables.

RECOMMENDATIONS

The Chief Executive Officer of CreateTO recommends that the Board of Directors:

1. Approve CreateTO's 2024 Annual Objectives and the performance objectives for the Chief Executive Officer for 2024 as outlined in Confidential Attachment 1.
2. Direct the Chief Executive Officer, CreateTO, to report back to the Board in September 2024 on updates to the Work Plan outlined in Confidential Attachment 2, subject to additional Council direction on the implementation of the City's housing plan.
3. Direct that Confidential Attachment 1 remain confidential in its entirety, as it deals with personal matters about an identifiable individual, and that Confidential Attachment 2 remain confidential in its entirety, as it deals with a proposed or pending acquisition or disposition of land by the Board of Directors of CreateTO and/or the City.

FINANCIAL IMPACT

There is no financial impact to this report.

DECISION HISTORY

This is a new item.

COMMENTS

Annual Objectives 2024

This report proposes a set of corporate objectives and a project work plan for 2024 that is aligned to CreateTO's [2023-2027 Strategic Plan](#) and Council priorities. Ultimately, the approval of the 2024 Annual Objectives sets the performance objectives for the Chief Executive Officer.

Once approved, CreateTO's 2024 Annual Objectives will be cascaded through the organization to set performance objectives for each member of staff.

Work Plan Objectives:

The 2024 Project Work Plan includes project work to be undertaken by CreateTO staff and is based on priorities set by City Council such as the City's housing plan, ModernTO, and city-building initiatives, plus portfolio (i.e., strategies and analysis) and Port Lands specific projects. The full list of these projects and their 2024 target milestones are set out in Confidential Attachment #2 to this report. The Chief Executive Officer's first objective will be to execute on the 2024 Project Work Plan.

It is important to note the 2024 Work Plan is a snapshot of the project work CreateTO will undertake in 2024, however it is also fluid due to a number of factors such as additional Council direction on the implementation of the City's housing plan. This could add or delete or amend the list of projects and target milestones based on prioritization and funding. As a result, CreateTO's Chief Executive Officer will provide an update to the Work Plan in September 2024.

Corporate / Organizational Objectives:

Corporate and organizational objectives are strategic areas of work that aim to enhance and improve the business functioning of CreateTO as an agency of the City. The CEO has identified corporate objectives for 2024, which are set out in Confidential Attachment #1 of this report. The specific corporate objectives are aligned to CreateTO's strategic plan and focus on the following:

1. Building a foundation to deliver results (*i.e., setting new internal standards for efficient and successful strategy/policy, governance, process, and project delivery*).
2. Maximize the potential of our real estate portfolio (*i.e., strive for a world-leading approach to asset management and utilize the City's portfolio to enable the City's long-term vision*).
3. Elevate our partnership approach (*i.e., deliver bold and impactful real estate solutions through a city-wide lens, and seamless collaboration with valued City, public and private sector partners*).
4. Inspire internal success (*i.e., continue to build a multi-disciplinary team supported by a strong internal culture, and be known for our ability to recognize, engage and develop talent*).
5. Contribute to the City's financial strength (*i.e., be good stewards of our municipal lands, and provide prudent management of our own organization*).

CONTACT

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SIGNATURE

Vic Gupta
Chief Executive Officer

ATTACHMENTS

Confidential Attachment 1 - CreateTO 2024 Annual Objectives
Confidential Attachment 2 - CreateTO 2024 Project Work Plan