

People

Our employees are our most important asset. A variety of programs and initiatives are in place to attract new talent and to retain, develop and engage our highly motivated and competent team. We also diligently ensure that knowledge and skills are being passed on to our next generation of employees.

Recruitment and Training

We hire engineering and geology graduates from around the world and actively recruit at all major universities in Canada and four universities in Chile. We have established Engineer-in-Training (EIT) and Geologist-in-Training programs at most of our sites and a formal program of EIT rotations to various sites is being introduced this year.

Employee Recognition Programs

The CEO Awards recognize exceptional contributions towards our success. Twenty individuals were recognized in 2009. Their achievements include: contributing to the Fording transaction and bridge and term debt facilities; developing and implementing the Courageous Safety Leadership initiative; identifying and completing the Relincho acquisition in 2008; working on the resolution of the Morelos project community issues; and providing critical information services under exceptional circumstances.

Leadership and Development

We provide leadership and management skills training to our supervisors through several development programs. We also continue to offer graduate-level business courses through our Business Education Program, in partnership with Simon Fraser University (SFU). This program was recently recognized by the Canadian Council on Learning for providing excellence in learning.

In September 2008, we launched our first internal MBA program, in co-operation with SFU. The first group of 25 employees are working towards graduation in 2011, while continuing to work full-time.

In 2007 we developed an Emerging Leader Program. This program focuses on developing future leaders for key senior positions in the company. The program is now well established, with 29 employees in two groups having completed it over the past two years. Plans are under way for a third group of employees to begin the Emerging Leader Program later this year.

Performance Management

Building Strength with People is our performance management program, encouraging discussion between employees and supervisors about performance, development and career planning. We are pleased to report that the program has now been successfully implemented in our Chilean operations and offices.



Greenhills operating team, British Columbia