








[Cliquez ici pour lire le document en français](#)  
**Canada**

**Leader-to-Leader Bulletin | July 03, 2013**  
 Weekly Update for Aon Hewitt Canada People Managers

**For Internal Use Only**



**Key**

-  Action Required
-  Important, Please Read by Next Issue
-  Information, Read at Your Leisure
-  AH Canada Outsourcing Leaders
-  AH Canada Consulting Leaders

## 360 Developmental Feedback Reviews Now Underway

 **Tony Gaffney**, CEO, Aon Hewitt Canada

As discussed at our recent People Managers Forum, our Canadian Consulting, Outsourcing and Shared Services leaders (levels 2 and 3) have been recently invited to participate in a 360 **Developmental Feedback review** as part of our commitment to strengthening our performance management – an important item highlighted in our recent engagement survey. These regular reviews have a huge impact on our individual and team development over time and ensure that we are continuously working towards improving our performance.



**In This Issue**

- [360 Developmental Feedback Reviews Now Underway](#)
- [Organizational Announcement – ARS – Health & Benefits Canada](#)
- [Introducing Harmonized Aon Orientation Sessions for All New Canadian Colleagues](#)
- [REMINDER: 2013 Client Satisfaction Survey Will Close on July 9](#)

The 360 participants are now in the process of selecting raters that will be responsible for providing feedback on their performance. If selected as a rater (which will be communicated in the coming weeks), I encourage you to complete your assessment in advance of the deadline and use this as an opportunity to be candid and constructive about our leaders and their performance over the past year. With meaningful and detailed feedback from our colleagues, I have no doubt that our leaders can use these assessments to further develop and improve upon their performance and, ultimately, help our firm to grow and prosper.

Rate:  (0) | Comment (0)

- [Changes to Provincial Taxes](#)
- [Outsourcing Leader Briefing](#)
- [Welcome to Our New Canada HR Leader](#)
- [Aon Hewitt Canada Newsroom](#)
- [Aon Hewitt Client Golf Appreciation Event](#)
- [Recent KE Activity](#)

### Important Dates

- July 9**  
- 2013 Client Satisfaction Survey Closes
  - July 17**  
- Hewitt Ennis Monthly Webcast  
- CPBI Southern Alberta Golf Tournament
  - July 25**  
- Aon Hewitt Amazing Race Event (Toronto)
  - July 26**  
- Global Q2 2013 Financial Results Released
- Want to attend more Aon Hewitt client events?** Click [here](#) to see what's coming up!

### Useful Links

- [Canada KE ▶](#)
- [PeopleFinder ▶](#)
- [Newsletter Archive ▶](#)
- [Print-Friendly Version ▶](#)

### Your Opinion Matters

## Organizational Announcement – ARS – Health & Benefits Canada

 **Christine Lithgow**, President & CEO, ARS

We are very pleased to announce that **Wade Harding**, Senior Vice President has been appointed National Practice Director, Health and Benefits Canada (H&B). Wade will join the ARS Canada Executive Team and will be a member of the Aon Hewitt Regional Business Council.

[Read more ▶](#)

Rate:  (0) | Comment (0)

## Introducing Harmonized Aon Orientation Sessions for All New Canadian Colleagues

 **Olga Desio**, Senior Director Global HR Operations / Interim Canada HR Leader

Beginning 8 July 2013, all new Canadian colleagues will join live webcast North American Aon Orientation sessions.

### Why we are doing this?

In harmonizing the orientation for all new Canadian colleagues, we will:

- Promote community of new hires across North America and all business units
- Enrich the onboarding process for new hires through a robust orientation experience
- Ensure consistent messaging of Aon structure, client value proposition, culture (ALM), and key HR talent routines as well as next steps for continued onboarding support, technology-related resources, and a country-specific benefits overview
- Ensure managers receive their new hire's schedule and next steps

Click below for more information.

[Read more ▶](#)

Rate:  (0) | Comment (3)

## REMINDER: 2013 Client Satisfaction Survey Will Close on July 9

 **Kate MacDonald**, Commercial Operations Lead

Are there stories you would like to share in our next **Leader-to-Leader Bulletin**?

We'd love to hear them!

Share your business news and updates, client wins or people stories by emailing us at [Canada Communications Mailbox](#).

On June 18, Aon Hewitt's **2013 Client Satisfaction Survey** was distributed to 677 contacts across 221 of our Canadian clients. This survey will close on July 9. Once the survey is completed, individual responses will be channeled to AEs and market directors and clients we feel require further attention will be contacted by a senior partner in order to address any issues.



Please [contact me](#) if you have questions regarding the Client Satisfaction Survey. Please continue to connect with your client contacts regarding the survey in advance of the deadline to ensure that we reach as many of our target clients as possible, utilize their feedback to measure our success and garner the clearest picture of how we are delivering against our Client Promise.

**Corporate Communications**

[Rosa Damonte](#), Lead  
416-542-5541

[Jillian Locke](#), Internal  
416-542-2447

[Alexandre Daudelin](#), External  
514-982-4910

[Phil Sach](#), E-Media  
416-542-5993

Rate: ☆☆☆☆☆ (0) | Comment (0)

**Changes to Provincial Taxes**

★ [Terrie-Lynne Devonish](#), Chief Counsel, Aon Canada

Several changes have been made to provincial taxes in Quebec, British Columbia, Prince Edward Island and Manitoba. These changes started January 1 and will be fully implemented by July 1. Details can be found below.

[Read more](#) ▶

Rate: ☆☆☆☆☆ (0) | Comment (0)

**Outsourcing Leader Briefing**



The latest edition of the global Outsourcing Leader Briefing is now available [here](#). The Briefing serves as a valuable source of information, insight, news and updates that specifically affect Aon Hewitt's Outsourcing business across the globe. This latest edition includes the following articles:

- Supreme Court Rules on DOMA and Prop 8 Case in California
- Increase in Billing Rates for Benefits Administration Colleagues
- About Aon Hewitt Presentation Now Available
- Your Coverage Resources: Client Webinar July 9, 2013
- Organizational News - Enterprise Risk Management Office and Spending Accounts group announce changes to their leadership team

Click [here](#) to access previous issues of the Briefing.

Rate: ☆☆☆☆☆ (0) | Comment (0)

**Welcome to Our New Canada HR Leader**

★ [Greg Besio](#), Chief Human Resources Officer

I am pleased to announce that we have appointed **Kathy Lockwood** to our newly-created Canada HR leader role, reporting to me. Kathy will join the organization on July 8, 2013.

Kathy brings a wealth of experience, most recently serving as Senior Vice President and Head of Human Resources for Manulife Financial’s corporate, reinsurance and investment divisions. In her past roles, Kathy was responsible for strategic HR planning, compensation, talent development and mobility. Additionally, she has global experience leading teams in Canada, the U.S., U.K. and Hong Kong.

[Read more](#) ▶

Rate: ☆☆☆☆☆ (0) | Comment (0)

## Aon Hewitt Canada Newsroom

 [Alexandre Daudelin](#), AH Public Relations

We’ve compiled a complete listing of Aon Hewitt Canada’s recent media coverage for you to see how to work of our colleagues is being demonstrated far and wide. Here are some highlights (click **Read More** to view the complete list):

[Top 100 Pension Funds Report: Bouncing back](#)  
*Benefits Canada*, June 25, 2013

[Read more](#) ▶

Rate: ☆☆☆☆☆ (0) | Comment (0)

## Aon Hewitt Client Golf Appreciation Event

 [Nicolle Guillen](#), Senior Consultant, Corporate Marketing

Earlier this month the Ontario region hosted a client golf event at Angus Glen Golf Club. The 2013 Aon Hewitt Golf Challenge was an overwhelming success in part because the weather was on our side. In a month that has so far been known for its wet weather, June 12 perfectly sunny and warm. The event, most known for its Ryder Cup format, divided the 100 golfers in attendance into teams representing four countries - Canada, Ireland, England and Scotland. Golfers represented more than 53 organizations around the GTA, representing clients from all practices.




Click below for more information, including the registration list.

[Read more](#) ▶

Rate: ☆☆☆☆☆ (0) | Comment (0)

## Recent KE Activity

 Phil Sach, Internal Communications

There is always so much happening it's nearly impossible to keep track. This short list might just help you stay on top of the news.

[It's Time to Chart Your Career Journey \(Global\)](#)

[Aon to Welcome Manchester United to Stockholm on August 6 \(Global\)](#)

[New Opportunity for Aon: MWBE Sales Tool \(Global\)](#)

[Are You Ready to Snap, Shake and Jump?](#)

[Supporting Our Calgary Colleagues](#)

[Join the Amazing Race Toronto!](#)

Rate:  (0) | Comment (0)

---

For internal use only. Aon Hewitt Limited is authorised and regulated by the Financial Services Authority.  
**Published by Aon Hewitt Canada Corporate Communications** © 2013 All rights reserved.