

# CMHC

## Our Transformation Story



## Organizations that don't keep up in a changing world become extinct

CMHC has a long history of adapting to meet the needs of Canadians, and in recent years, we have made huge strides in modernizing our workforce and our culture so that **we don't just keep up with change – we drive it.**

In fact, we recently refreshed our corporate strategy with an ambitious new aspiration as our *raison d'être*:

**By 2030, everyone in Canada has a home that they can afford and that meets their needs.**

From here on out, everything we do will be laser- focused on achieving this outcome.

In parallel, we have been examining what changes to the world of work mean to our company: how we interact with colleagues and clients; the way our organization is managed; and the skills and behaviours we need to be successful.

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Here are a few examples of the transformation projects we have on the go:

- Our **Technology and Business Transformation** is helping us to establish best-in-class technology capabilities and enable our people to work in an innovative and high-performing culture. We are taking advantage of the opportunities state-of-the-art technology offers us to ensure we are doing the right work in the right way – working smarter, so we can focus our efforts on activities that will benefit our clients. Our most recent successes through the Technology and Business Transformation include the implementation of a SharePoint-based intranet, a learning management system, a customer relationship management system, and an advanced data and analytics program.
- Our **Future of Work** program is creating a new kind of employee experience at CMHC. The Future of Work program brings together technology, people and space components of our work experience, and is based on the premise that work is something we do, not somewhere we go:
- We are implementing the **Results-Only Work Environment™ (ROWE)**, a workplace philosophy that gives employees full autonomy and accountability to achieve results – where and when it makes sense. A contemporary way of managing work; based on trust, ROWE promotes productivity, work-life integration and wellness.
- Concurrently, we are redesigning our physical space to meet our changing needs, and to leverage technology and our new way of working through ROWE. We have opportunities to enhance collaboration, flexibility and sustainability through our space design, and to reduce our environmental footprint.

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As you can see, it's a truly exciting time at CMHC. We have a lot of work to do, and we're interested in working with people who want to help get us there. If you're interested in joining us as we design our future and achieve our aspirations, **apply today!**

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