

**PRESS RELEASE**

**FOR IMMEDIATE RELEASE: May 2010**

**“IPMA-CANADA Announces 2010 National HR Awards of Excellence Recipients”**

The International Personnel Management Association – Canada (IPMA-Canada) is pleased to announce the recipients of the 2010 National HR Awards of Excellence honouring the best human resource practices in Canada.

Two awards will be presented at the IPMA-Canada National HR Training Conference “HR Rising to the Challenge!” Awards Luncheon to be held at the Westin in on June 8, 2010.

**IPMA-Canada President’s Award:** *The President’s Award is IPMA-Canada’s highest award and is presented to an individual who has made an outstanding contribution to the practice of human resources management in Canada. The recipient need not be a member of the association or be in the public service but could be in any field such as an author, consultant, activist, union leader or politician. This award could be compared to the granting of an honorary Doctoral degree by a University. This award has not been presented since 2006.*

**2010 Winner: Dr. Linda Duxbury, Ottawa, Ontario**

Linda Duxbury is a Professor at the Sprott School of Business, Carleton University. The application of empirical research to human resources (HR) management in Canada has been limited, with Dr. Duxbury an exception to the rule. Dr. Duxbury has shown to management and HR professionals that the subject of human resources management is worthy of study and has made her research understandable and accessible to all. For those who practice HR, she has given a scientific basis through her studies to support sound HR principles which has allowed a more positive discussion between HR professionals and managers.

Dr. Duxbury has published widely over more than 20 years in both the academic and practitioner literatures in the area of work-family conflict, change management, supportive work environments, stress, telework, the use and impact of office technology, managing the new workforce and supportive management. She has also given over 350 plenary talks on these issues to public, private and not for profit sector audiences.

Dr. Duxbury is a role model for leadership in HR research. IPMA-Canada congratulates her on her continuing professionalism and dedication to sound HR management principles!

**Gold Star Agency Award:** *The Gold Star Agency Award is presented to an organization which has made a significant contribution to the practice of human resources management in Canada. The recipient of this award will be nominated by IPMA-Canada for the 2008 United Nations Public Administration Public Service Awards.*

**2010 Winner: NB Power, New Brunswick**

NB Power takes the job of providing electricity to New Brunswickers seriously. After all, their 2,500 employees are New Brunswickers too. Families, communities and businesses depend on them to provide reliable, efficient, sustainable energy options that work no matter what the circumstances.

NB Power has a single, integrated human resources strategy with an over-riding vision of *People at their Best* which goes far beyond “people are our best asset”. They believe that having the right person in the

right job at the right time and in the right frame of mind is fundamental to achieving the HR Vision of having "People at their best".

The IPMA-Canada Nominations and Awards Committee, in addition to all aspects of the "*People at their best*" HR innovations, was particularly impressed by two areas of innovation introduced by NB Power:

- Team Based Resourcing - this philosophy aims to ensure that with every placement the job grows the employee; the employee grows the team; with the ultimate goal of enhancing organizational effectiveness. By using in-depth individual and team data, NB Power can identify best potential matches that align employee interests and talents with team needs and organizational goals.
- Dual Track Compensation - this philosophy supports employees with technical skills or specialty abilities to advance their careers and increase remuneration without having to pursue promotion to a management role, for which they have no desire or expertise. Employees who have this expertise may be remunerated at a similar or, in some cases, higher compensation level than their supervisors.

These innovations have resulted in significant costs-saving across many HR programs, increased employee engagement and a very low rate of turnover. IPMA-Canada congratulates NB Power for their HR management innovations and proven success!

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