



Alberta & North Chapter

Report

Fredericton, New Brunswick

June 2009



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Annual Report

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President's Report

With the resignation of Bonnie Nixon, IPMA-CP in December 2009, Loverne Gretsinger, IPMA-CP become Interim President.

2008 National Training Conference

Co-Chairs: Loverne Gretsinger, IPMA-CP and Bonnie Nixon, IPMA-CP.

The 2008 National Training Conference was a rousing success thanks to the superb efforts by our Organizing Committee. And, of course, thanks to the 150 delegates who made it the success it was.

The Conference followed the tried and true format with the President's Reception on Sunday evening. Pam Kannaday, President, IPMA-HR brought greetings from our colleagues in the USA. It was also great to see Neil Reichenberg (Executive Director, IPMA-HR) again.

There was an impressive slate of keynote speakers that included the following:

- Ron Hicks - "Organizational Values"
- Jay Jamrog - "Future of HR Metrics - The Brave New World"
- Michael Rosenberg - "Measuring Creativity in the Workplace"
- David Sissons - "People Practices in Most Admired Companies"
- Sandy McCallum - "Crossing Deserts in Life"

In addition, the concurrent sessions met with great approval. The speakers included Chris Edgelow (Sundance Consulting), Terry Pithers (Style for Success), Brent Pederson (Hay Group) and Kevin Callele (Sask Environment), Tim McConnell (McConnell HR Consulting) Ruth Sirman (CanMediate), Diane Bergeron (Premier's Council on the Status of Persons with Disabilities), Nick Nissley, (Executive Director, Banff Centre), Kathi Irvine (Sundance Consulting), Amy Nixon (Lawyer and Olympic Curler), Tracy McLeod (The Greater Edmonton Foundation), Dale McGory (College of the North Atlantic), Mike Rosenberg (OYG Inc.), Shawn Bakker (Psychometrics Canada), Lynn Fraser (Families are Worth It), Blair Dunkley (Results Now), Ian Turnbull (HRMS).

Overall, the evaluations indicated that the delegates that there was great value in the conference.

There was a Panel Discussion on the challenges, opportunities and innovations of recruitment Challenges, Opportunities and Innovations. The moderator was Ashleigh Demulder (Branch Manager, Robert Half International) and the panel members included Vivian Mattia (Director of Human Resources for Western Economic Diversification), Rick Brick (Executive Director, Human Resources, Alberta Health & Wellness) and Jeff MacPherson (Manager, Human Resources, City of Edmonton).

Bonnie Nixon (Conference Co-Chair) moderated an interactive session on Best Practices and Recognition. There was a great deal of interaction and the contributions made by the people in the session were informative and gave insight to our cohorts. The output from this session is on the national website as are other items from the conference.

Something new was tried - a Student Mini-Conference. It was developed and facilitated by Amanda Van Haaften. There were several HR professionals participating to provide advice to the students in attendance. This was a worthwhile initiative and links to our HR professionals of the future.

The social aspects of the conference were arranged by Pat McLaughlin and her committee. The barbecue at Egge's Barn in Fort Edmonton Park was very well attended. The event featured the multi-talented Kory Wlos and his band and, in keeping with the venue, Alberta beef was on the menu. Needless to say, Networking Central was, as usual, well attended and, thanks to its location in the Fantasyland Hotel, security didn't have to visit us.

We sincerely thank our student full-time volunteers, Jason Summers and Jacob Hummel who provided registration, concurrent speaker support and anything else that needed to be done. A core group of organizers is attending a Celebration Dinner November 25, 2008 to celebrate the work done on the conference.

Congratulations to the following 2008 Awards recipients:

- Heather Bowser. 2008 National Honourary Member
- Newfoundland and Labrador, Best Chapter Award 2008
- Saskatchewan Environment - Human Resources Branch, Gold Star Agency

Membership

In the last few months, we have actively promoted membership using a number of methods.

In September, we conducted an online membership survey. A total of 68 HR professionals completed the survey - 46 members and 22 non-members. The participants provided feedback in a number of areas including programming, training and development and membership value. The feedback we received was invaluable and will further assist the Chapter in program planning as well as promotion of the association and its membership benefits. The survey results were posted recently online on the national website.

As for promoting the association to students, we held a Student Networking Event in September. 60 people attended - 45 students and 15 HR professionals. We distributed student information packages, which included information on membership, certification as well as general information on the association. The event was a tremendous success and we will be hosting another one in the future. Moreover, we have been asked to present at a number of events hosted by the student HR associations. The student information packages are a great promotional tool and we have continued with this practice. Since it has been implemented, we have gained 6 student memberships. We have also decided to extend our student promotion to other post-secondary students in gain greater access to our association.

For our continued promotion of the association to students, we will be meeting with Grant MacEwan College to set our calendar of events. The college is located in downtown Edmonton, which is easily accessible to professionals and students. The college is one of the big supporters of IPMA-Canada, as evidenced by the number of students who attend our events (including luncheons).

As we have a number of non-members attending our professional development events, we are more proactive in seeking their membership. We ask directly about their interest in membership at events and in our surveys. For those who express an interest, we follow up promptly by providing additional information via e-mail.

The Alberta & North Chapter coordinated a contact information update on behalf of all of IPMA-Canada chapters. It is our intention to request an update from our members every six months. The Alberta & North Chapter will continue to lead this initiative in the interim.

Other Chapters have taken an interest in our surveys and we will assist with setting up online surveys for their membership.

The Chapter continues to be strong and effective. Although our membership has remained constant, we anticipate the membership numbers will grow as a result of our efforts.

Certification

We have a total of 31 Certified members (approximately 25% of our membership which is approximately 110). The Certification posters are on display at all our functions and is actively promoted by all members.

Financial Status

Our Chapter continues to have a solid financial outlook with a current bank balance of approximately \$ 17,000.

Professional Development Events

<u>Date</u>	<u>Presentation Topic</u>	<u>Presenter (Attendance)</u>
September 11, 2008	Student Networking Event	Aminata N'Doye (65)
September 17, 2008	"Diversity and its Impact on the Workplace"	Violet Pon (35)
October 14, 2008	"The Duty to Accommodate – An Overview of the Current Labour Relations Framework"	Sandra Croll (40)
November 19, 2008	"The Link Between Recruitment and Retention"	Shawn Paulson (45)
December 17, 2008	"The Where and When of Sexual Harassment"	Lynn Hartley (32)
January 14, 2009	Student Networking Event -Postponed	Aminata N'Doye
January 21, 2009	"Best Practices – A Recruitment Panel Discussion"	Various (50)
February 18, 2009	"Knowledge Management: A Critical Factor in Succession Planning"	Neil MacAlpine (23)
March 18, 2009	" A Boot Camp Approach in Training and Development at the Edmonton Catholic School District"	Allison Betton and Danny Burrell (25)
April 15, 2009	"Improving Staff Retention Without Spending Buckets of Money"	Nelson Scott (25)
May 20, 2009	"What Makes A Good Leader?"	Dan MacDonald
June 17, 2009	Annual General Meeting	

The luncheons continue to be held at the Royal Glenora Club, in Edmonton, on the 3rd Wednesday of each month spanning September to June.

Provided below is a breakdown of the registration fee we charge to attend a luncheon:

IPMA-Canada Members \$25.00 Non-Members..... \$32.00 Students\$17.00

The February 18, 2009 event was a breakfast meeting which proved to be a popular alternative. Although the cost per person for breakfast was lower than the charges for a luncheon event, we charged the same registration fees. Participant feedback indicated individuals felt it was a good value. We plan to host a breakfast event twice each year to provide an alternative format.

Aminata N'Doye developed a program evaluation survey using the Survey Monkey program. This has proven to be a quick and effective means of getting feedback on the luncheon events. The survey is sent to participants generally the day after the event.

For further information on professional development activities of the Alberta & North Chapter, please contact Pat McLaughlin, Program Director at (780) 441-6120 or mclaughlinp@ecsd.net

Communication Activities

The circulation list for event notices and luncheon flyers is just over 600 with many of the individuals on the list are contacts cultivated during the promotion of the Edmonton National Training Conference. New contacts are added as they attend the luncheons. All on the mailing list have been receiving notices from IPMA-Canada and from the

Administrative Assistants Association with whom we have partnered to distribute our luncheon and notices to their members and vice versa.

Event number of new members fell off this year and the retention of students did not mature into full memberships. There were only a few who converted or kept up their student memberships.

The plan to send out the FOCUS Newsletter every second month has not materialized as not all speakers have provided briefs of their presentation that could be edited into a short article.

One edition of the FOCUS Newsletter has been electronically distributed in 2009 and a second issue is ready to go in April. We plan to return to a more regular distribution schedule to meet our original targets.

Alignment of Chapter Plans with National Plans

The Chapter annual work plans are based on the National Strategic Plan.

The Chapter has had a successful year with outstanding participation of the Executive who are continuously looking for new and original ideas to promote both IPMA-Canada and the Chapter.

Our Chapter is ready, willing and eager is to support our sister Chapters and assist with the rebirth of Chapters in British Columbia and Toronto in any way we can.

Strength of the Executive Council

As in the past, we have problems finding members to fill the posts of Directors of the Education and Municipal Sectors. We do, however have Executive members who represent these areas in other capacities.

We are constantly looking for new Executive members to serve in any capacity.

The resignation of Libuse Kuzel, IPMA-CP has left the Director of Certification portfolio empty. We will continue our search to replace her.

We do have a person interested in becoming our President Elect. I hope to have him on board by the National Executive meeting in Fredericton.

Chapter Executive

- Interim President Loverne Gretsinger, IPMA-CP
- Past President Pat McLaughlin
- President Elect Vacant
- Treasurer Vacant
- Director, Certification..... Vacant
- Director, Communications..... William Betteridge, IPMA-CP
- Communications Assistant Donna Stephenson
- Director, Education Sector Vacant
- Director, Federal Sector Teresa Rezewski, IPMA-CP
- Director, Membership..... Aminata N'Doye
- Director, Municipal Sector..... Karen Herzog, IPMA-CP
- Director, Northern Sector Gordon Graydon, IPMA-CP
- Director, Pay & Benefits Sector..... Viola Dragatis, IPMA-CP
- Director, Programs Pat McLaughlin
- Program Assistant Brigid Burton
- Director-at-Large Amanda Van Haaften
- Director at-Large..... Karen Herzog, IPMA-CP
- Student Liaison - Grant MacEwan College Vacant
- Student Liaison - University of Alberta Vacant

We no longer have an Administrative Assistant for the Chapter. At the moment, the Executive members are rotating minute taking duties at the meetings. We hope to have a person on the in-coming Executive to act as Secretary.