

A publication for Alberta, Yukon, Nunavut, N.W.T. and members of the International Personnel Management Association - Canada

### President's Message from Loverne Gretsinger, IPMA-CP

Welcome back from Summer. This Summer has swished past us and we are starting another year of Luncheons and Workshops. If you tend to have your life revolve around the SUMMER HOLIDAYS it is time to get back to business. Many individuals use this time of year to make a fresh start. The list of programs available at the colleges and universities is always inspirational and can lead into new opportunities or new experiences.

We at IPMA-Canada, Alberta and Northern Chapter are ready to present an interesting array of programs this year. They will include speakers, at our regular luncheons and several 1 and 2 day workshops. Also October 15 - 19 the International Training Conference, planned for New Orleans, has been rebooked at facilities in Dallas.

We hope everyone will have a great year and we look forward to seeing you.

### Mentorship Programs

Mentorship is an ideal way to contribute to the development of the Human Resource Profession and, also, help a student. Mentorship programs are being co-ordinated again this year at Grant MacEwan Community College and the University of Alberta. Both programs are sponsored by the local Student Human Resource Association. These programs provide an excellent opportunity to work with a student as well as become aware of what the latest trends are in academia.

We encourage you to contact this year's co-ordinators.

At Grant MacEwan contact:  
Tracy Dennis - e-mail address:

[peekaboofamily@shaw.ca](mailto:peekaboofamily@shaw.ca)

At University of Alberta contact, Amanda Van Haften - e-mail address:

[alv@ualberta.ca](mailto:alv@ualberta.ca)

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## Changing of the Guard - A New Executive Team

This was the second year that a free lunch was provided to members at the Annual General Meeting, held June 15<sup>th</sup>, 2005. The luncheon was to recognize of member support of IPMA - Canada, Alberta and Northern Chapter. We were pleased with the turnout. In addition to the free lunch there were door prizes and lucky members went home with one of the following: a Conference Tote Bag, a Leather Portfolio, a Free Luncheon Gift Certificate, a Lunch Bag.

In addition to this fun some serious business was conducted. Loverne Gretsinger thanked the retiring Executive Members for their contribution. The retiring Executive Members are:

Treasurer	Michelle Jennings
Municipal Sector Director	Donna Galay
Assistant Communications Director	Joan Tharme, IPMA-CP
Conference Chair	Cynthia Caskey
Student Representative	
for Grant MacEwan College	Sandra Waldner
for University of Alberta	Kimberley Moran.

Pat McLaughlin, Past President, chaired the meeting for the election of the 2005 - 6 Executive. The results of the proceedings confirmed the following Executive Members:

President	Loverne Gretsinger, IPMA-CP	
Past President	Pat McLaughlin	
President Elect	Ronald Cooke	*
Program Director	Pat McLaughlin	
Assistant Program Director	Sandra Waldner	*
Treasurer	Vacant	
Certification Director	Libuse K. Kuzel, IPMA-CP	
Communications Director	William Betteridge, IPMA-CP	
Conference Chair	Vacant	
Membership Director	Karen Romaniuk, IPMA-CP	
Federal Sector Director	Karen Romaniuk, IPMA-CP	
Municipal Sector Director	Richard Brick	*
Student Liaison,		
Grant MacEwan	Richard Lefebvre	*
U of A	Shweta Pejavar	*
Pay and Benefits Director	Viola Dragatis, IPMA - DP	
Northern Sector Director	Gordon G. Graydon, IPMA-CP	
Director - at Large	Karen Herzog	
Administrative Assistant	William Betteridge, IPMA-CP	

\* New Members

## Student Members

The program to provide support to students of secondary Human Resource Programs has proven to be very successful. In the first year of the Student Membership Support Program students joined us from the University of Alberta, Grant MacEwan College, Concordia University, and Athabaska University.

The majority of students were from Grant MacEwan College, 53 in all. The University of Alberta had 19 members of its Student Association join us. The Universities of Concordia and Athabaska each had one student.

The executive has decided to continue the Student Member Program. Representatives will be contacting the student associations to provide Membership Applications and to outline the procedure so students can be registered in time to take advantage of the October Luncheon Meeting which will provide a panel to discuss Human Resource Issues.

We are hopeful that there will be additional numbers joining us this year and we also hope to have some students from the Northern Alberta Institute of Technology Human Resource Program.

## **The Lone Crow**

### *Editorial*

*by William Betteridge*

In the fall we occasionally see a lone Crow calling out. Failing to migrate to milder climates we cannot be sure if it has not inherited the migration gene or has perhaps inherited a random behaviour gene.

We know that about 10% of bees don't respond and follow the dance of a bee that has found a large supply of flowers. The dance is not relevant to these "10% Bees" who are most likely the ones to go out, on their own, and find another supply of flowers.

We undoubtedly have skills that allow us to observe our environment and prosper from these observations. Some of these skills are innate and we had them as children. Many of these skills were not developed or utilized, as they were not considered important or critical by current cultural standards.

It is only during the last two decades that progress has been made towards rediscovering and categorizing the various skills that we have as humans. Vast amounts of early literature are available to us and this has helped us understand the development of critical thought. We need to be mindful that the early Greek material that we have was lost or destroyed by Western Religions and Cultural groups and has only come to us

through translations from Arabic sources. The screening and approval processes that allow written material to be acceptable for learning must be sanctioned by each succeeding culture. Knowledge that doesn't seem relevant or appropriate is left out and the awareness of its existence is forgotten.

The study of the mind and how it works and the untapped abilities that we have will continue. The world in not a static environment and each generation is faced with new challenges. Like the Crow we must make the best of the genes we have received to learn and adapt. We, fortunately, are able to use more than our current skills and observations to assess what is the next best move. We can reflect on past happenings because we do have historical records.

Peter Senge, author of "The Fifth discipline", wanted us to incorporate group learning into our experience. He encouraged us to go beyond the current reality and supplement it with the learning of others who observe other aspects of the environment, which we cannot see. As individuals we may not see much beyond what the Crow sees.

We have the skills to choose the options that are beyond the current alternatives. We can see much further into the future if we apply a combination of past learning and the observations and perceptions of numerous

partners. Unlike the Crow, whose individual circumstances may benefit the species through a chance happening, we can utilize our skills to make a much more calculated and enlightened decisions. All the definitive solutions have not yet been found. The need to be versatile will continue into the future as long as man continues to modify the environment and depend on scarce resources.

As we help build and support the companies that we work for we have a responsibility as Human Resource Professionals. We need to find the competencies and skills that enhance the work force, encourage others to establish a work environment that is conducive to a thriving social community and country. The best practices of one group are not always suited to our needs. Knowledge for some is not wisdom for others. Each of us must mine each successive finding of the social sciences to identify the facts and details that are relevant for us.

Have you seen that Crow? What do you think is going through its mind? Is it a leader looking to the future or a lost soul about to be wiped out by winter weather that it is ill equipped to deal with? Will you be doing a better job of dealing with the unexpected as it comes along?

## **NEW HUMAN RESOURCE MANAGEMENT CERTIFICATE**

IPMA-Canada is the first Human Resource Association to offer a Human Resource Management Certificate. The certificate program is similar to institutional programs with one major difference. Individuals will have the flexibility of collecting/obtaining the credits from different accredited post-secondary public institutions throughout their career.

The program is designed to ensure strong competencies relevant to the Human Resource Industry. Individuals will be able to build a certificate with 5 core competencies and five elective competencies. The competencies required for certificate will be aligned with the competencies required for certification in order to facilitate professional development.

More details about this revolutionary program are available on the national website:

[www.ipma-aigp.ca](http://www.ipma-aigp.ca)

## **NEWLY CERTIFIED MEMBERS**

Our number of Certified members has been increasing regularly as individuals begin to take advantage of the Certification Workshops. We have also had certified members transfer into our chapter. We would like to recognize and welcome these members. They are:

Bruce Baker, IPMA-CP  
Donna Bryden, IPMA-CP  
Bryan Goutouski, IPMA-CP  
Theresa Rezewski, IPMA-CP

## **UPCOMING EVENTS**

### **IPMA-HR International Training Conference**

**Formerly planned for  
New Orleans**

**Now in:**

**DALLAS  
October 15-19, 2005**

**More information and  
daily updates!**

[www.ipma-hr.org](http://www.ipma-hr.org)

## **LUNCHEON PROGRAM**

(Program Director Pat MacLaughlin)

**September 21<sup>st</sup>.**

Presenter - Lynn Fraser  
*Are You Running? On the Go 24/7?*

**Luncheon's Agenda**  
11:30 Registration & Coffee  
11:35 Buffet Lunch  
12:15 to 1:15 Presentation,  
questions, & adjournment.

Register by contacting  
Pat MacLaughlin at:  
[Pat.mclaughlin@gov.ab.ca](mailto:Pat.mclaughlin@gov.ab.ca)

Or call her at (780) 422 - 4709

## **FUTURE LUNCHEONS**

**October 19<sup>th</sup>.**

*Panel Discussion regarding  
Employment Challenges for new  
Human Resource Professionals*

**November 16<sup>th</sup>**

**December 14<sup>th</sup>.**

*Program to be announced.*  
(Note this date is the 2<sup>nd</sup>  
Wednesday of the month)

## **PAST CONFERENCES**

**Information on past  
conferences:**

**Bringing The Pieces  
Together"-Edmonton**  
[www.hrmae.ab.ca/2005hrconference](http://www.hrmae.ab.ca/2005hrconference)

**"Thriving In The New  
Workplace" - Regina**  
[www.ipma-aigp.ca](http://www.ipma-aigp.ca)