

Focus IPMA - CANADA Alberta & North Chapter

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

GREETINGS FROM STEVE

FANJOY

President – Alberta & North Chapter

Dear Colleagues,

I am both pleased and excited to take on the role of Chapter President for the next two years. When I was first approached to consider sitting on the Executive, I had to take time to consider a couple of things – my own motivation to do a good job, and whether I could add value to the organization. After attending a number of Executive Meetings, and being an optimist, the answer was a resounding yes. Helping make this decision easier was the commitment of the other members of the Executive.

As a quick introduction, I have spent almost 35 years in the HR field, in both the public and private sectors, as an employee and a partner in a consulting firm. As well, I have been teaching since 1997 at Grant MacEwan College in a number of programs, including the HR Program. My involvement in the IPMA and its predecessor, the CPPMA goes back almost 30 years.

Our goal is to build on our past successes as a Chapter (2009 Best Chapter Award, which says a lot about the effort put forth over the past year by your executive), which includes increasing not only our membership, but more importantly, our active membership. In order to do this, the Executive encourages feedback, suggestions, and anything that will provide value to you in your role. We held a planning session on August 8 and will follow up with another one early in the New Year. At this session, we looked at our Executive structure, including roles and responsibilities, whereby we can make the best use of our resources. As an offshoot of this, we are looking at setting up committees in several of the executive roles, including programs, communications/marketing, and membership.

In addition, we are looking at initiatives to build partnerships with other organizations; our communication strategy (including making use of the latest technology); and opportunities for improving our revenues, which will enhance our programming and communication capabilities. The goal is to provide more value for our membership.

I would also like to welcome new members to both our chapter and to our Executive, and thank those who have maintained their membership over the years.

The IPMA-Canada and the local Alberta & North Chapter exists to serve its members. We need to know how it can serve you best – don't be shy – talk to us.

Good luck in the upcoming year!!

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MESSAGE FROM F. W. [RICK]

BRICK

National President Elect

Hello,

I was, and am, very excited to have accepted the role of President Elect at the IPMA-Canada Annual General Meeting last month. I want to thank Sharalyn Young for the excellent work she did as President. I will strive to continue those efforts by working with President Greg Tuer to move forward and continue improving the Human Resources profession in the Alberta and North Chapter and across Canada.

Currently I am the Executive Director of Human Resources at Alberta Health and Wellness. I've had several diverse and rewarding opportunities as a Human Resource professional involved in IPMA. Most recently, I filled the role of IPMA National Membership Director (from 2007 to 2009). Prior to that, I was a member of the Alberta & North Chapter's Executive Committee, first in the role of Municipal Representative and then as Membership Director. I also had the opportunity to be the Canadian representative on a planning committee for the 2008 IMPA-HR conference in Las Vegas.

I hope that many of you were able to attend this year's National Training Conference in Fredericton, New Brunswick. This was an interesting conference with many talented speakers, not to mention fantastic networking opportunities. I am looking forward to a variety of events in 2009-10, including the Ottawa conference, which will help us promote excellence in the practice of human resource management.

If you have any questions, suggestions or comments, please do not hesitate to contact me at rick.brick@gov.ab.ca. I'm looking forward to

a great year for IPMA-Canada. I wish you all the best!

YEARLY RAP-UP FROM LOVERNE

GRETSINGER, IPMA-CP

Past President, Alberta & North Chapter

I would like to acknowledge the current and past Chapter Executive for their unwavering dedication to our members over the last year. Without their hard work and devotion, the 2008 National Training Conference held in Edmonton would have not been the success it was.

My thanks to Bonnie Nixon, Pat McLaughlin, William Betteridge, Karen Herzog, Amanda Van Haften and their committees. Special thanks to Jacob Hummel and Jason Summers, our student volunteers, for their dedication throughout the conference.

DEAR BLUE GURU

From Short Handed:

One of my best employees has just been offered another job and is leaving. The loss of this person is going to put a lot of stress on the rest of our team. As the team leader I have the authority to recruit and refill when an employee leaves. Another team leader has suggested that I not fill the position until our area coordinator is advised. There is a possibility he would like to have this vacancy transferred to his unit. If I delay in filling the position my team will be short handed for several weeks. What do you suggest?

Dear Short Handed:

Operating short handed will have an impact on morale, productivity and the stamina of the group. It is important to consider these effects however losing a member of the team also provides you with an opportunity to take a fresh

look at how tasks and responsibilities are assigned. You are losing the specific skills of a valued team member and now is the time to assess if there are other skills or strengths that need to be added. Take a look at how you can most effectively use this vacancy rather than just get another body in to help do the work. There may be new and different ways to do the work and this may have been the message that your colleague was trying to emphasize. Approaching the area coordinator with suggestions to improve the area and asking for input on how to use this vacancy to improve the effectiveness of the team is a good move. Plan to strengthen your team and to use the team's resources efficiently. Take a moment to step back to see the forest from the trees.

From New Quarterback:

I have just been promoted into a new leadership role. The company has been setting up teams and now I am responsible for one. We are all new to teams and I only know a few of the employees on a casual basis. How do I get things off on a good footing as well as ensure we succeed as a team. What do you suggest I say and do at the first team huddle now that I have been appointed the quarterback?

Dear New Quarterback:

You sound anxious to have the team make some quick yardage without any practice sessions. Let's have that first huddle on the sidelines or on the practice field. You need to find out who is good at catching passes, who can run like the wind and who can set up a screen so the team can do its own things in order to achieve. Discuss these issues with each player individually and as a group. You also need to find out who is ready to play and who may have the jitters. Not everyone is ready for action the first play of the game. There are starters and some individuals on your team that may be on specialty teams because

of their unique skills. Being a team leader is more than calling the plays, it includes understanding and having confidence in who can pull the plays off after you call them. It also includes calling plays in a sequence that overcomes your opponents and gets you across the goal line. Communicate and learn the strengths and weaknesses of your team members and let them know about yours. Let's ensure the quick results are getting the right people on the field the first time.

BLUE GURU is submitted by W Betteridge

NEW CHAPTER EXECUTIVE

The Executive of Alberta and Northern has the following directors and executive members:

President	Steve Fanjoy
Past President	Loverne Gretsinger
Treasurer	William Betteridge
Secretary	Beverley Doherty
Communications	William Betteridge
Assistant Communications	Donna Stephenson
Programs	Pat McLaughlin
Assistant Programs	Brigid Burton
Federal	Theresa Rezewski
Membership	Aminata N'Doye
Municipal	Karen Herzog
Northern	Gordon Graydon
Pay & Benefits	Viola Dragatis
Student Co-ordinator	Amanda Van Haften
Director at Large	Libuse Kuzel

MEMBERSHIP CORNER

Membership Corner is a new section which will provide members with information related to feedback we have received from them, and current information about upcoming activities.

UPCOMING LUNCHEON DATES

September 16, 2009
October 21, 2009
November 18, 2009
December 16, 2009
January 20, 2010
February 17, 2010
March 17, 2010
April 21, 2010
May 19, 2010
June 16, 2010

CONFERENCE & WORKSHOPS

“Accelerating Excellence In Turbulent Times”
Western Canada Cities Human Resources
Conference
Regina, Saskatchewan
September 21 – 24, 2009

More information can be located at
<http://www.westerncitiesconference.ca/>

Student Orientation and Information Session
Dates in September to be announced after
consultation with associated University contacts,
etc.

“Human Resources Role in Strategic
Information Management”
IPMA-Canada Workshop
October 20, 2009
Royal Glenora Club
Edmonton

“HR Rising to the Challenge”
IPMA-Canada
2010 National HR Training Conference
June 6 - 9, 2010
Westin Hotel
Ottawa, Ontario
More information available at
<http://www.ipma-aigp.ca/conferences/2010Pre-ConferencePoster.pdf>

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LUNCHEON REGISTRATION

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ADDRESS CHANGE?

Please help us in updating our records by
sending your change of address to:

IPMA-Canada National Office
21 Midland Crescent – Unit 74
Ottawa, ON
K2H 8P6

By telephone: (780) 908-4646
1-613-226-2297

By toll free: 1-888-226-5002

By fax: 1-613-226-2298

By-email: national@ipma-aigp.ca