

Focus IPMA - CANADA Alberta & North Chapter

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

LETTER FROM THE PRESIDENT

By Steve Fanjoy

Welcome to the first newsletter of the second decade of the 21st Century. It doesn't seem that it has been 10 years since the Y2K scare was consuming the thoughts of many organizations. A lot has happened in the intervening years – the technology crash in the stock market, the devastation of the World Trade Centre in New York, the SARS scare, the economic boom and the following recession, the near collapse of the financial sector of many countries, the Swine Flu scare, the major deficits and mounting debt faced by many organizations, not just governments, the H1N1 pandemic concern, and privacy issues to name a few. I am not trying to paint a bleak picture here, just simply acknowledging that world events have a significant impact on the HR Profession, whether it be staffing, development of new policies to deal with health care issues/disability management, privacy, retention, motivation, performance management etc. It means that we as Human Resource Professionals need to have a broader range of skills and knowledge which requires us to continuously look for ways to learn and grow. At the same time, we keep talking about a work/life balance, which means where do we find the time to grow professionally so that we can add value to our organizations and have a little fun doing it.

The Alberta & North Chapter of the IPMA-Canada is constantly looking at ways to provide learning and networking opportunities for its members. We have a small, but very dedicated IPMA Executive whose goal is to provide value to our members. Our monthly sessions have proven to be quite valuable in this regard as will be our mentorship program. We also recognize that there are more ways to try and deliver learning opportunities for our members and other interested parties, so we are also looking at a variety of partnerships to extend our reach. In order to do

this, we need to both grow in terms of overall membership, and also in numbers on our executive and its committees.

Should you feel you can make a contribution, no matter how small, by attending a learning opportunity or a networking session, writing a short article, recommending a new member, mentoring a student, or serving on a committee, please let us know. All contributions are welcomed.

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Engaging members in any organization can be a challenging and sometimes frustrating endeavour, so questions, challenges, feedback, are sincerely appreciated.

On behalf of the Chapter, I wish you well in the upcoming year. Although you may not always feel that your efforts are appreciated by your organization and your coworkers, part of our mission is to help our

organizations do a better job of recognizing the value of their human resources. In doing this, hopefully you will feel some small sense of accomplishment. I know that I appreciate it.

Take care,

Steve

THE DIFFERENCE BETWEEN FUNERALS AND RETIREMENT PARTIES by Nelson Scott

A few days after U.S. Senator Edward Kennedy was diagnosed with brain cancer in May 2008, his place in American political history was a topic discussed on NBC's *Meet the Press*. The conversation focused on the tributes from political allies and foes alike. This prompted panellist and presidential historian Doris Kearns Goodwin to observe: "Boy, how lucky that he has been able to hear this. Hopefully he will live for 10 more years, but he has heard these wonderful remarks before he died."

These comments shocked me. How insensitive to the senator and his family! Later, having reflected on the discussion, I came to understand the thought underlying the comments. Too often, family members, friends and colleagues die with many words left unsaid. Attend a few funerals and you are sure to hear someone say, "There are so many things I wish I had said to him while he was still alive."

Eulogies are filled with words never spoken when the person was still alive. Eulogists praise the deceased for his contributions to business, community and his family. What a shame that the subject of these positive words is not alive to hear them. What would it have meant to him to have heard them when he was alive? What difference would that have made to his self-esteem or how he had lived his life?

Leaving one's work life behind is similar in some ways to dying. Both represent an end. Retirement has its equivalent of funerals—retirement parties. The main difference is that at these funerals for the living, the guest of honour is sitting comfortably in a chair rather than resting in a coffin or urn.

Now that her work life has ended, the retiree is hearing how much her contributions were appreciated and how much she will be missed. These are the words that were left unsaid during her work life. What a waste! They should have been said earlier—and often.

In a conversation shortly after her retirement dinner, one top performer observed, "If I had heard some of those things earlier, I might have delayed my retirement." It is unfortunate that the leaders in the organization had not spoken sooner. Knowing she was valued might have providing time for effective succession planning.

How you say goodbye is important

There are two audiences for retirement events. The first is obvious—the retiree and his family. The second may be less obvious, but is just as important. The staff who remain observe how retirees are treated and remembered. They pay attention when the organization's leaders treat those who are retiring with respect and dignity, and honour the retirees' memories.

They also see when organizations appear intent on erasing any evidence that the retiree ever worked there. Executives seem threatened by the memories of former staff. Once the retirement event is over, the retiree's contributions are never again mentioned. In this way, today's business leaders are following a tradition that dates back to ancient times. Five thousand years ago in Egypt, each pharaoh would eradicate the record of his predecessor. Temple inscriptions were defaced, monuments destroyed, etc.

The fall of the former USSR was followed by the removal of portraits of the former communist leaders. The city of Leningrad once more became Saint Petersburg. As the American-led coalition moved into Baghdad, statues of Saddam Hussein were toppled. Closer to home, and under less dramatic circumstances, changes in government are followed by the removal of any remnants of the previous government. It's like they never existed.

A message is sent to current employees by how departing staff are treated. When retirees are honoured and treated with respect and dignity, the remaining

staff expects to be treated in similar fashion when their time comes, as well as during the remaining years of their work lives. Knowing that they will be treated well, staff may commit to creating memories that will be worth remembering.

NEW COMMITTEES UNVEILED

By Aminata N'Doye

Are you interested in contributing to the advancement of your local chapter's goals and objectives? The Alberta & North Chapter is pleased to announce the establishment of five committees. These committees will work with an Executive Member in a specific area to ensure the best possible service is being provided to our current and future members

Communications & Marketing Committee

This committee will work with other committees to promote membership and the interests of IPMA-Canada. Some of the activities that fall under this committee include: developing and maintaining communication with potential partners of interest to build a stronger local and national association, developing and circulating the FOCUS newsletter on a bi-monthly basis, developing a comprehensive distribution list of all Chapter members and developing a distribution list of parties interested in HR events and activities. For more information on this committee and/or to submit your interest, please contact William Betteridge (Communications Director) at ipma@interbaun.com.

Membership

This committee will work together to identify and implement methods of effectively promoting membership with IPMA-Canada. In addition, the committee will identify cost-effective incentives for new members; assist with the planning and promotion of Membership Month, and partner with the Partnerships Committee to identify potential opportunities to promote membership. For more information on this committee and/or to submit your

interest, please contact Aminata N'Doye (Membership Director) at membershipabnorth@gmail.com.

Partnerships

This committee will identify partners to work in collaboration to advance mutual objectives and to promote professional development events within the HR Community. For more information on this committee and/or to submit your interest, please contact Steve Fanjoy (Chapter President) at sfanjoy@performanceimprovement.ca.

Programs

This committee will work together to provide timely, relevant and interesting luncheon events to ensure our members and guests have valuable professional and networking opportunities. The committee will also identify topics and potential speakers, analyze survey feedback to ensure professional development needs are being met, coordinate and deliver ten professional development events per year, as well as promote events in partnership with the Communications & Marketing Committee. For more information on this committee and/or to submit your interest, please contact Pat McLaughlin (Programs Director) at Patricia.McLaughlin@ecsd.net

Student Outreach

This committee will work together to actively engage the HR community in providing opportunities for students. Students from various post-secondary institutions who are part of this committee will serve as liaisons to disseminate information on our Chapter's programs and events to fellow students, as well as keep our Chapter informed of student association events. This committee will also assist in planning student-friendly events and facilitate mentorship relationships. For more information on this committee and/or to submit your interest, please contact Amanda Van Haften (Student Liaison Director) at amanda.vanhaaften@gmail.com.

FUTURE HR PROFESSIONAL NEEDS A FIELD PLACEMENT

The Grant MacEwan Management Studies program is coming to an end and a student in the program is looking for a three week field placement as part of her program of studies at the end of March into April. As the result of her exposure to an HR course in the program, she is planning to attend Concordia in the fall and do her Management Degree with a major in Human Resources.

Please feel free to contact Krystal at (780) 497-8437. As it is a formal part of one of her courses, she needs to have the Field Placement Agreement signed by March 4.

GETTING THE JUMP START ON THE SUMMER JOB HUNT PROCESS

By Amanda Van Haften

For students immersed in their studies, they often forget the adage, “the early bird gets the worm” and this is true in regards to the job search process. Often students forget to start their “summer job search” early, in January and February, rather than waiting for April when the academic term has completed, as the “good” jobs may be taken already. In being successful in the “job search” self-awareness is key, as this helps an individual identify their strengths and weaknesses, capabilities, likes and dislikes. The more an individual knows about themselves, the easier the job search will be to determine their job search priorities such as: the location, the type of duties, co-worker personalities, etc. that they would like to be associated with.

Once a student has an idea about their priorities, desired tasks and experiences regarding their summer employment they should consider their transferable skills from their studies and previous employment roles. Additionally, they should consider contacting previous employers, family, friends, professional contacts, etc. that may be able to put them in contact with their “ideal opportunity”. In using a reference from Mark McCormack’s, “What They Don’t Teach You At Harvard Business School” the average individual has 250 possible contacts within their

reference circle and in recognizing that 80% of the job market is hidden it’s advisable to utilize one’s contacts effectively and efficiently. This means using educational career services, program counsellors, instructors, professional contacts through professional associations, temporary employment agencies, volunteering, informational interviews, internships, work experience programs, and approaching organizations regarding employment, etc. to gain insights and access to these opportunities whenever possible.

Being prepared for the “job search” requires work and organization: there’s getting a resume and cover letter in order; possibly even putting a portfolio together. Don’t forget to contact one’s references to ensure accurate contact information is available to offer in interviews. With a little hard work and effort in tailoring these items to the positions one is applying for, success in the job search should be had.

Happy Job Searching!

MEMBERSHIP CORNER

By Aminata N’Doye

Did you know that February is Membership Month?

We have a number of promotions taking place this month, including:

1. As an IPMA-Canada member, if you sponsor (refer) someone who signs up for membership in February 2010, you are eligible to enter a draw for a free registration to the 2011 IPMA-Canada National HR Training Conference in St. John’s, Newfoundland. Your name will go into the draw for each new member you sponsor. The draw will take place at the 2010 IPMA-Canada National HR Training Conference June 6-9, 2010 in Ottawa, Ontario.

Alternatively, you can still sponsor someone by providing a name and email address for follow up to the Membership Director of the Alberta & North Chapter.

2. Anyone joining IPMA-Canada in February will have a May 2011 renewal date - in other words,

they receive 14 months of membership for the cost of 12 months.

There will also be a draw for all new members – the prize will be determined by your local Chapter.

3. Half the membership fees collected in the month of February will go to our Chapter to help build local programming.

If you have any questions about Membership Month, or you would like to sponsor a new member, please contact me via e-mail at: membershipabnorth@gmail.com

UPCOMING CONFERENCES LUNCHEONS & WORKSHOPS DATES

Future Alberta and North Luncheons At the Royal Glenora Club

March 17, 2010 – Distracted Driving
by Darrell Ungstad

April 21, 2010 – To be announced

May 19, 2010 – To be announced

June 16, 2010 - Annual General Meeting

To register for a luncheon contact

Pat McLaughlin:

Phone: 780 – 441 – 6120

E-mail: mclaughlinpa@ecsd.net

Future Events

March 17th, 2010

Finding What is Still Possible: The key to health and high performance in challenging times

with JP Pawliw-Fry, President,

Institute for Health and Human Potential

Time: 11:00 - 12:00 (12:00 -1:00 in Saskatchewan)

Location: Webinar, Access from Desktop

Cost: IPMA-Canada Members - \$50.00

Non-Members -\$60.00

For more information Jackie.hubick@rqhealth.ca or anda.dima@rqhealth.ca

April 21st, 2010

Capitalizing on Social Media for Recruitment

with Véronique Larlham,

Communications Specialist,

AREVA Resources Canada Inc.

Time: 11:30 a.m. - 1:00 p.m.

United Way

1440 Scarth St , Regina

June 6th – 9th, 2010

“HR Rising to the Challenge”

IPMA-Canada’s 2010 National HR Training

Conference, Westin Hotel,

Ottawa, Ontario

More information available at:

<http://www.ipma-aigp.ca/conferences/2010Pre-ConferencePoster.pdf>

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

National Office 1-613-226-2297

By toll free: 1-888-226-5002

By fax: 1-613-226-2298

By-email: national@ipma-aigp.ca

Local Office 1-780-908-4646