

Focus IPMA - CANADA Alberta and North Chapter

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

Notes from the Editor

William Betteridge

Director of Communications

What is FOCUS, when does it get published, how is it meeting the needs of membership? Yes! These are the tough questions that we on your IPMA team are trying to answer. The day-to-day work world has many of you so stretched for time. How can you even focus and reflect on this issue?

I could ask you to STOP and SEND me a note on what you would like us to be do.

IPMA@interbaun.com

This is an open invitation. How can we make this offer and not fear we will be overwhelmed? The 80/20 rule predicts that only 20% of you will respond in some way to this request. Some of you will actually send us a note. Others will reflect about this and decide the HR journals you receive are doing the job. Still others will feel that the four pages of information that we send out quarterly is all the information you can handle.

To the twenty- percent group, "Thank You" for your support and input. We appreciate it and will work towards fulfilling your expectations. To the eighty- percent group - I want you the think about using the 80/20 rule to effectively use your time. Are you getting the critical 20% of your tasks completed? Have you set aside any time to identify tasks that fit into the critical group?

We all can take a few minutes to reflect on the critical, the important, the urgent and the mundane. STOP, make this mental note: As I jump into bed tonight, I will ask my mind to answer the question "What is the most important thing I need to do tomorrow?" The results! We guarantee that your mind will identify something and it may be sending us a note.

Important Reminders

Are you planning to attend "Bringing the Pieces Together" April 19 - 20? Watch for the registration

information and brochures coming out soon.

The IPMA luncheon meetings are held the 3rd Wednesday of each month. **To assist you in scheduling these meeting we provide the dates for the next three meetings:**

**December 15th,
January 19th,
February 16th.**

Hope to see you at these functions!

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Centre for Foreign Trained Professionals !

The expanding labour market and the reduced numbers of individuals available has created an opportunity for "Centre for Foreign Trained Professionals" (CFTP). The shifts in the demographics of the Canadian population have resulted in fewer candidates for the ever-expanding markets in our booming economy.

Genai Mcleod, who spoke at our October Dinner Luncheon, explained that their agency is assisting foreign trained professionals to fill the gap. Provincial licensing across Canada has created a patchwork of professional associations that challenge an individual efforts to become certified and/or licensed to practice. Many Canadians experience the frustrations of obtaining new credentials when they move across the country and this is even more of a challenge when you have been certified by foreign institutions or agencies.

The employees at Bredin Institute are dedicated to working with and assisting foreign trained professionals. The goal is to successfully obtain employment within their profession. One of the key activities is to obtain the appropriate credentials to re-start their career. Through interaction with institutions

and agencies and the development of workshops, Genai and staff at the Bredin Institute, are making this process easier and more understandable for new Canadians.

Services provided by CFTP include interpretation and translation services, English benchmarking, and further ESL training. Self-study programs include TOEFL and CAEL preparation.

CFTP makes their library services available allowing individuals to review daily newspapers, professional magazines and publications. Access to the Internet, fax, telephone, photocopier and other office equipment facilitates the development of job leads and the submission of job applications.

The services provided include the evaluation of credentials, funding support, application and pre-employment workgroups plus assistance to liaise with professional associations. With the monthly networking sessions, case management, and support groups the journey to obtain employment within their profession is enhanced. The period that professionals languish in jobs that do not allow individuals to blossom has been reduced for many and the momentum of the programs is increasing the awareness of many of the untapped resources of new

Canadian Professionals. process

Applicants are encouraged to stick-it-out on the journey to employment in their chosen profession. More information about the programs is available or an individual can register for help from the "Centre for Foreign Trained Professionals" by contacting:

Bredin Institute -
Centre for Learning
Capital Place
9707 - 110 Street
Edmonton, AB T5K 2L9
Ph: (780) 425 - 3730
E-mail: foreign@bredin.ab.ca

That Other HR Designation

At our November 17th dinner meeting the Human Resource Designations available through IPMA was discussed. These designations are recognized across North America and enable recipients to be recognized by a broad range of international and national companies. One of the initial steps in the certification process is membership in one of the nine IPMA Chapters. IPMA-Alberta has 32 certified members.

Discussions covered the twenty-two competencies and the core values or essence of each component. The competency areas are broken into three subgroups (Business

Partner, Change Agent and Leader). Individuals interested in becoming certified must meet core requirements and pass a competency exam.

The IPMA - CP (Certified Professional) designation recognizes individuals for their broad knowledge, experience, and expertise at the mastery or journey level in the various technical areas. Certification can be obtained if an individual has experience in a broad range of technical human resource skill areas.

The IPMA CS (Certified Specialist) designation recognizes master level and knowledge, experience and expertise for a total of five years in one of the various technical human resource skill areas. These include Employee/Labour Relations, Classification and Comp., Employer Recruitment and Selection, Organization and Employee Development, and Benefit Administration/Risk Management.

Workshops to assist interested applicants are periodically held throughout Canada. These sessions prepare the applicants and facilitate the written examinations. Sessions are being planned by Loverne Gretsinger, President of IPMA Alberta and NW Territories, and will be offered in Alberta. Information about the Certification Process or
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information about the competencies is available on the web site:

<http://www.ipma-aigp.ca>

A Short History of Progress

The Human Resource specialist is at the epicentre of the social consciousness of most organizations. The recent book by Ronald Wright is a definite read to assist individuals who wish to have a new perspective on how to provide input to the ethical and integrity issues that arise in their organization.

Mr. Wright tackles the third and last question of Paul Gauguin's masterpiece "Savage" (Where do we come from? What are we? Where are we going?)

Mr. Wright is also the narrator on the Massey Lecture series on CBC - Radio One's "Ideas". This 5 part series explores the question under such interesting topics as Gauguin's Questions, The Great Experiment, Fools' Paradise, Pyramid Schemes, and The Rebellion of the Tools.

For the HR Practitioner that strives to add value to the evolving issues, Mr. Wright's insights and hypotheses will initiate serious thought. Try catching a few of these thought provoking sessions. Paul Kennedy and the "Ideas"

team of CBC - Radio One have got to be one of the best touch stone available.

Training on the Job Program

This employer and employee assistance program is administered by McBride Career Group Inc. and supported by government programs. Ronald Cooke who attended our October luncheon provided an outline of the programs provided by the McBride Career Group Inc.

The programs help individuals looking for employment and employers who may need help in developing programs for people needing training. All potential employees need is a willingness to participate, be underemployed, at least 18 and lacking some aspect of the skills necessary to do the job. Employers need to guarantee permanent position at the end of the training period, have a paid up WCB account, have a \$2 million corporate liability insurance and commitment.

Support at McBride Career Group Inc. includes free workshops in planning career moves, labour market research, computer training, employer support services, personal development and resume preparation. The "Training on the Job Program" has provided support to a broad range of under-

employed individuals. You can reach Ronald Cooke at:

McBride Career Group Inc.
910, 10045-111 Street
Edmonton, T5K 2M5
Ronc@mcbridecareers.com
Ph. - (780) 488 - 2541

Welcome New Members

IPMA is pleased to welcome the Student Members who have taken advantage of our free one-year membership. The initiative to extend a free membership to students is our way of providing a "hand up" to students as they prepare themselves for the working world. We welcome:

Greg Albin
Sasha Anderson
Sarah Beckett
Tyrel Brochu
Trevor Bullick
Norraine Chan
Moreen Chondra
Sammy Chu
Jackie Cyca
Robert Delplanque
Lauren den Heyer
Tracy Dennis
Cody Denys
Ramona Derczeni
Desiree Dickau
Natalie Diotte
Janine Donato
Sonya Dyck
Kathryn Edworthy
Lacey Fortna
Doreen Goundar
Kassey Gousios
Jennifer Harrison
Patrick Hazzard
Elise Horton

Jerry Jackson
Brooke Johnson
Connie Kalinski
Marilyn Kanobel
Fern Kellee
James Lai
Cindy Lam
Theresa LePage
Morgan Lindgren
Audrey Lindner
Christine Loar
Ashley Long
Anthony Ma
Connie Ma
Allan Mattis
Colin McDonald
Derek Miron
Kimberley Moran
Maydline Nabwire
Vivienne Namukula
Davinia Narus
Kim Nguyen
Vanessa Nguyen
Claire Niven
Erin Paul
Jody Pipke
Kevin Pundyk
Shirley Quan
Renee Rusnak
Vanessa Sands
Phyllis Skousbol
Barbara Sommerstad
Ainsley Standish
Sharon Tallmann
Aneta Thompson
Amand Lee Van Haften
Liudmila Vasilenko
Sylvain Villeneuve
Nicole Winters
Christine Wright
Ashley Zawacki

Welcome to this year's activities and we hope to see you at one of the Noon Luncheons.

Upcoming Events

Our monthly luncheon meetings are held at the Royal Glenora Club, 11160 River Valley Road, just down the hill from the Legislature Buildings and the High Level Bridge.

Dec. 15th, Winter Driving
by Emily Gerlach, of AMA

Jan. 19th, Competency Models & Levels of Excellence

by H. Caltagiorone.

Feb. 16th, Diversity in the Workplace
by Lenore Lemay.

To register contact Pat:

Pat.mclaughlin@gov.ab.ca

or

(780) 422 - 4709

Meeting Schedule

11:30 Registration & Coffee
11:45 Buffet Lunch
12:00 Presentation
12:30 Adjourn &/or Network

Our Web Sites:

National

www.ipma-aigp.ca

Alberta

www.ipma-aigp.ca/chapters/