

# 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

On behalf of the Alberta & North Chapter Executive,  
I would like to take this opportunity to wish you and  
your family the very best for the Holiday Season.

Sincerely, [Loverne Gretsinger, IPMA-CP](#)  
[President, Alberta & North Chapter](#)

## **Nativity Story as Recruitment Parable** By William Betteridge

The Bible is full of parables and many are easily identified. As we read a parable it coaxes us to see and learn principles and values that we can utilize in our daily lives. The issues are not always easily perceived and are hidden deeper within the story to help us mature and develop. Not heralded as a parable the learning lessons of the "Nativity Story" are obscure and hidden. There is not a lot of information provided in the two gospels so we must read carefully between the lines.

The story starts with Elizabeth "kinswoman" to Mary. Elizabeth was barren, and both she and her husband were advanced in years, but they had

not given up hope for a son. Elizabeth's husband, Zechariah, was a priest and his division was on duty. It fell to him, by lot, to enter the temple of the Lord and burn incense. While there the people waiting for him wondered at his delay in the temple. When he came out, he could not speak to them, but he made signs to them and remained mute. When his time of service was ended, he went to his home. After these days his wife Elizabeth conceived, and for five months she hid herself.

Mary's story lines continue the story. Elizabeth in her old age has conceived a son. Mary arose and went with haste to Judah, and she entered the house of Zechariah. Mary remained with her about three months and returned to her home. Mary was betrothed to

Joseph. Before they came together she was found to be with child, and her husband Joseph, being a just man and unwilling to put her to shame, resolved to divorce her quietly. When Joseph woke from sleep, he took his wife, but knew her not until she had borne a son.

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Now Elizabeth's time to be delivered came. On the eighth day they came, and decided to name him Zechariah after his father, but Elizabeth his mother said, "Not so, he shall be called John". They made signs to his father, inquiring what he would have him called? He wrote, "His name is John". Fear came on all their neighbours. All these things were talked about through all the hill country.

Let us step out of the story and take note. New positions, may not happen when most expected (Elizabeth has a child outside the normal pattern). Individuals close to the situation may be unable or unwilling to speak about or explain the situation (Zechariah is unable to speak). People observing have questions (people could not understand the delay of Zechariah in the temple). People move about during the process (Zechariah returned home). Not everyone needs to know a new position is being created (Elizabeth hides herself for five months). Additional help may be brought in during the development phase (Mary was most likely sent to help ageing Aunt Elizabeth). Developmental opportunities may exist for individuals (Betrothed Mary may have needed experience living away from home). One recruitment situation may require a second (Mary's pregnancy is also not part of the normal pattern). Traditional names for a new

position need not be used ("Not so, he shall be called John," said Elizabeth). The name given to a position may shake up others (And fear came on all their neighbours and it was talked about). People may question staying if the change occurs (Joseph decides to stay). Lastly and perhaps the most important "learning lesson" is, when new positions are created a lasting impact may occur (We know John and Jesus create a strategic alliance later in the story).

There are lots of issues to deal with here, enough to be a handful for any supervisor and his HR staffer. Here is a short list of the obvious ones: timing, content, context, disclosure, naming, acceptance, support, and confidentiality. Once we see these issues the more complex issues start to be perceived. Are there far reaching organizational issues? Will there be training opportunities for individuals? Who should receive the training opportunities? What is the strategic impact of creating one or more positions and what will their future role be? What will the impact be on the organizational structure? How will we communicate this information and how will we deal with the reaction and/or acceptance? All of these issues can have major repercussions on the organization or external organization depending on how everything is orchestrated.

We have only dipped into this story to extract a few facts and

we have already quite a stream of issues to deal with. We haven't even looked into the job content, but let us continue. From our own recall of the story we can now also see other evolving issues. When the new arrival shows up, will we put out a press release of any sort? There was lots of fanfare as the parties arrive in our parable! Work with the organization to make an announcement. Recall how the shepherds felt as they returned to work. They were elated and involved, being part of the group, present to witness the event. The supervisor needs to involve as many people as possible, making them part of the welcoming.

Have you thought about the location? The "no place for them in the inn" is such a strong message! Get your supervisor to go beyond the workstation, the computer, phone, etc. Help them identify the gifts (gold, frankincense and myrrh) that will ensure the newcomer is ready for today, tomorrow and well into the future. Make sure the newcomers feels they are welcome.

A word of caution, as in all strategic issues there are others involved who we don't want to upset. Watch for these issues and keep the management group advised. You don't want to upset any King Herods.

As we read between the lines this parable lets us know the importance of considering a lot of issues and the importance of

a well orchestrated orientation week. Be aware of as many issues as possible in the beginning and deal with as many as possible. Meet with people, ask for help, consider the consequence, talk about the issues, keep people involved, prepare to meet the newcomer, get the newcomer settled, have a safe working environment, and set the standards for the future.

If we look at half the issues raised in this parable when we proceed to help the next supervisor do a recruitment you will be well ahead of many of the competitors. Have a great Christmas Season.

## Welcome New Members

The membership of our chapter of IPMA - Canada is growing. This year in addition to the student from Grant MacEwan College and the University of Alberta we have been joined by the following new members:

John Baker of Iqaluit  
Diane Baschuk of Edmonton  
Marine Christopherson, IPMA-CP of Edmonton  
Tiffany Gauthier of Iqaluit  
Michelle Karlzen of Lacombe  
Doug Poss of Edmonton  
Theresa Rezewski of Edmonton  
Tony Schofield of Fort Smith  
Renee Tulk of Edmonton  
Jill Whittall of Chestermere

Welcome to IPMA - Canada and we look forward to meeting you at an IPMA - Canada function.

*Volume 7 Issue 2 Holidays 2004 - 5*

## Notes from the Editor (Revisited)

Last month I introduced you to the 80/20 rule and made rash predictions in using this rule. I want you to know that the 80/20 rule, like any rule takes its own path. We must be cautious about how we impose our expectations and assumptions.

I want to congratulate any of you that did ask the questions, "What is the most important thing I need to do tomorrow?" as you jumped into bed. I am sure you got good results.

Have a joyous Festive Season and a Happy New Year. You can contact the Editor at:  
[Bigblue@interbaun.com](mailto:Bigblue@interbaun.com)

## MissionPossible@Work

### December 15<sup>th</sup> Luncheon By Emily Gerlach and Justine Kathay of AMA

Winters driving skills are fast becoming essential skills if you are going to get around. The Mission Possible @ Work program is just one part of the programs AMA puts together to get critical information out to members and the public.

Emily and Justine came armed with two graphic film clips and a short video on the silly things we do in winter. We were well informed of the dangers of winter driving.

They also brought handouts that are part of the Winter Driving Kits. There were several lists of importance. The Emergency Roadside Kit listed items to keep in the car. Items like a tow rope/chain, collapsible shovel, road flare or marker, gloves, etc. The Winter Survival Kit listed items like socks, playing cards, lip balm, and 2 cans, one to hold the candle and the other for melting snow. The First Aid Kit listed items like ammonia inhalant, pins, small scissors, tweezers, alcohol prep/wipes and tensor bandages.

During the interactive discussion we discussed driving on ice and snow, preparing to drive out of a skid and taking it slow. Other cautions were provided on how to approach and overtake a slower vehicle. It is important to make absolutely sure there is the necessary room and ample time to pass. Icy highways will not allow you to make fast emergency moves during a poorly planned passing attempt.

Other important points included: 1- be aware as you pass a snow plow as visibility is obscured and an unplowed surface awaits you; 2- check tire pressure to impact both mileage and both to improve mileage; 3- never use your cruise control on icy and snowy highways; 4- be a gentle drive, sudden stops or accelerations can easily result in loss of contact.

One of the important points made by the group was the

AMA's decision to stop referring to traffic "accidents". They are now considered collisions or crashes to help remove the assumption that "no one was responsible". Statistics bear out the fact that up to 95% of collisions result from human error. The AMA Road Reports are a useful tool in preparing for

winter driving and are accessible at: <http://www.ama.ab.ca/>. Have a safe driving and collision free winter.

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## 2004-5 Executive Brings Your Greetings

The year is half over and you have just glimpsed who we are. We want to thank you for your support of IPMA and wish you a "Happy Holidays". We hope that many of you will use this time to reflect on your goals, enjoy your family, recharge your batteries and that you are looking forward to the coming year.

We endeavour to provide our members with meaningful meetings, this newsletter, and a rejuvenated web site (a new contractor was recruited this fall and revisions are already showing up). Provincial and National conferences are set out on the web pages and improvement in coverage and advanced notices are already evident.

Our Current Executive is:

President:	Loverne Gretsinger, IPMA-CP
Past President:	Pat McLaughlin
President Elect	<b>Recruitment Starting</b>
Treasurer:	Michelle Jennings
Program Director:	Pat McLaughlin
Certification Director:	Libuse K. Kuzel, IPMA-CP
Communications Director:	William Betteridge, IPMA-CP
Communications Assistant:	Joan Tharme, IPMA-CP
Conference Chair:	Cynthia Caskey, CHRP
Membership Director and Federal Sector Director:	Karen Romaniuk, IPMA-CP
Northern Sector Director:	Gordon Graydon, IPMA-CP
Municipal Director:	Donna Galay
Director-at-Large:	Karen Herzog
Director, Federal Sector:	Karen Romaniuk
Pay and Benefits Sector Director:	
Student Representatives Grant MacEwan College University of Alberta	Viola Dragatis, IPMA-CP Sandra Waldner Kimberley Moran

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## Upcoming Events

**Jan. 19<sup>th</sup>, Competency Models & Levels of Excellence**  
*By H. Caltagiorone.*

**Feb. 16<sup>th</sup>, Diversity in the Workplace**  
*By Lenore Lemay.*

**Apr. 19<sup>th</sup>-20<sup>th</sup>, Joint Conference "Bringing the Pieces Together"**

## Monthly Meeting Schedule

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.

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

To register contact Pat:  
[Pat.mclaughlin@gov.ab.ca](mailto:Pat.mclaughlin@gov.ab.ca)  
Or call her: (780) 422 - 4709

## Our Web Sites:

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