

## MISSION STATEMENT OF IPMA-CANADA

“To promote excellence in the practice of human resource management”

## VISION STATEMENT OF IPMA-CANADA

IPMA-Canada is recognized as a leader of human resource excellence

## VALUES AND BELIEF STATEMENT OF IPMA-CANADA

### OUR VALUES:

#### Leadership:

To demonstrate leadership in the promotion and development of the Human Resource Professional

#### Service Excellence:

A commitment to providing quality services to our chapters, members, clients and partners

#### Integrity:

A commitment to honesty, fairness, equity and ethical practice

#### Interdependence:

Learning and working together to achieve personal and professional growth

#### Recognition:

To provide an environment which encourages innovation and recognition of accomplishment

#### We Believe In:

- Managing in an open, ethical and transparent manner.
- Delivery of Value Added Services.
- Conducting business and providing services which reflect the standards of the Association and profession.
- Building long term, mutually beneficial partnerships with internal and external stakeholders.
- Networking with other provincial, national and international organizations.
- Celebrating individual and organizational accomplishments.
- Creating a continuous learning environment.
- Fostering innovation and creativity.
- Having Fun.

## Office Politics—Fireproofing Your Career, Part 1

By Philip Blackford, Vice President, Executive Career Transition Services, Right Management

Most of us got into this line of work because we wanted to make a difference, a truly extrinsic goal to say the least. We wrap ourselves around our client’s challenges and hidden agendas, cover-ups, favouritism, power plays, gossip, cliques, power trips, and mine fields. Welcome to the world of office politics.

The meeting is going just fine until a colleague stands up and takes credit for your great idea. Do you: a) ignore it, b) publicly confront him, c) make a note to speak to the little weasel after the meeting, d) thank him for referencing your work then give the group some insight as to how you first came up with the plan? The answer is - it depends. Is this the first time this guy has stolen your thunder or is there a pattern at work here? Is he an ally, a rival, or your boss? While “d” *sounds* like the most politically savvy response, how confident are you that you can deliver the message without losing your cool or sounding like a whiner. Then again, now that the idea has been pitched in public, you might conclude it’s not as hot as you originally thought. If so, maybe “a” is the right answer.

Almost everyone hates office politics. We see them as nasty, unfair, and a complete waste of time. People are often advised, “*never wrestle with the pigs because you’ll just get dirty, and the pigs like it.*” While this sounds good in theory, in practice it fails to acknowledge the unfortunate reality that we live in a *less than perfect* world. Ignoring politics is a bit like the pedestrian at a busy downtown intersection who operates on the principle, “*the light is green, it’s my turn to walk.*” Unless he also checks the flow of traffic and, on occasion, defers to the idiot in the ’97 Chevy, he’s not long for this world.

The message is simple. Like it or not, politics is a fact of working life. If we don’t accept personal responsibility to at least do what we can to stay out of harms way it’s just a matter of time before we end up on the losing end of a power struggle.

### The Five Reasons We Find Ourselves in Political Hot Water

There are five reasons people find themselves in “political hot water” and they reflect our differing levels of political awareness or skill and, on occasion, our ethics.

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## Indicators of Success of IPMA-CANADA

### Our Association:

- Is the nationally recognized Human Resource organization
- Is a “Centre of Excellence” on the leading edge of research, policy and professional development
- Is pro-active and dynamic
- Sets standards of practice and ethics for the Human Resource community
- Is a change agent capable of influencing policy in Human Resource practices
- Is responsive/service oriented to our members’ needs
- Is financially sound with a strong membership base
- Is an active partner with other provincial, national and international organizations

### Our Members:

- Are committed to continuous learning and professional development
- Take pride and energy in belonging
- Seek opportunity to serve at the chapter and national level
- Are recognized for their skills, competence and contributions

### Our Organization:

- Provides opportunities for its members to excel
- Provides top quality training and development opportunities
- Organizes and host first-class conferences and seminars
- Works with academic institutes providing human resource educational programs
- Provides current and timely information to members through journals, newsletters etc.
- In co-operation with local chapter, manages its business affairs and members services through a permanent Secretariat

### **I was simply in the wrong place at the wrong time.**

There’s nothing much we can do about this one really. Some things are outside of our control and bad stuff really does happen to good people. The problem is that too often we let ourselves off the hook by identifying this as the problem when, in fact, one of the following four scenarios better describes what really happened.

### **I didn’t see “it” coming and wouldn’t have recognized it even if I had.**

This is generally a developmental trap which tends to catch young or inexperienced people oblivious to what’s going on around them from a political point of view. While most of us have learned to tap into the political undercurrents, these folks usually get themselves into trouble simply because they’re out of the loop – *“Hey, how was that decided?”* They often see only what’s on the surface of things and suffer from the naive belief that everyone operates with the same integrity they do - *“Say it ain’t so Joe”*.

**I recognize what’s happening but choose not to get involved.** *“I don’t have time for this nonsense. I’ll just keep my head down and deliver on my objectives. I’ll be fine.”* This is back to the muddy pigs problem. Sometimes we *need* to get engaged because if we don’t, it will just get worse. The key here is to take action - but without sacrificing your integrity. This is not always as hard as it sounds, and it doesn’t mean you need to jump in *every time* you see politics raising its ugly head. Thomas Jefferson said, *“In matters of style, swim with the current. In matters of principle, stand like a rock.”* It’s about learning how to *choose* your battles, then acting with courage. In fact, depending on the situation, choosing *not* to act may put your integrity at greater risk than jumping into the mud. A good analogy here is standing by while the schoolyard bully terrorizes your peers because *“it’s not my battle”*.

Regarding the issue of politics being perceived as a waste of time and energy, I often hear my clients say (and perhaps you’ve said it yourself), *“I’m too busy to bother with that stuff, I’ve got work to do”*. Unfortunately, this misses the point that, sometimes, *“politics”* is the work we need to be doing. Meeting goals is a blend of task and process. By only attending to the task we risk never reaching the goal.

**I engage, but in an awkward way.** In this case we realize the importance of being selectively engaged in politics but lack the finesse associated with true political savvy. We *try* to make things better but say the wrong thing at the wrong time, or in the wrong way. We lack the various tools and experience that those who are more practiced have honed in battle. Sometimes people fall into this trap when they figure that once they’ve made a step or taken a stand they’re finished, only to discover that the more politically experienced combatant immediately registers your position and quickly adjusts his strategy. It’s useful here to think in terms of a game of chess. Winning is more than a brilliant opening move. You need to be prepared to see the thing through to conclusion.

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This trap can also catch those who struggle with issues of impulse control. Many of my clients, all of whom are senior business people, have achieved success in their careers partly because they have demonstrated a strong bias for action. On occasion, however, this skill can get out of hand, resulting in a “ready - fire - aim” response. You know the conflict you’re having with another member of the executive team requires a response, you just don’t give yourself the time you need to cool down before you speak your mind.

**I’m politically active but for the *wrong* reasons.** Research suggests that the more senior your role the more essential it is that you develop your political skills. But there is always the danger of *over-using* your political talents as well. People who find themselves in this bind come in two flavours. First, there are the *Machiavelians*; people who may think of themselves as smooth operators but who mess up by pushing the limits one too many times. Benjamin Franklin once said, “*no man has a good enough memory to be a successful liar*” and very few people are slick enough to rely solely on their political skills without ultimately running into trouble. Unfortunately, if we’ve not developed our own defences we may not be around to see them get their just desserts, but it will happen.

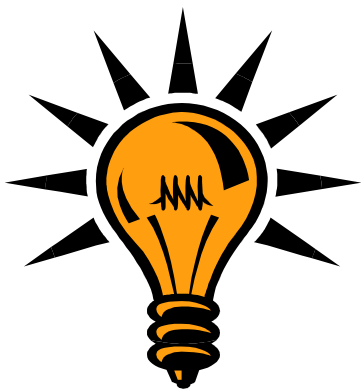
The other people who fall into this category are those who may not practice politics with any particularly devious intent but who rely too heavily on their politicking when they really need to broaden their repertoire of critical business skills.

All of us need to accept that politics are universal. While we shouldn’t have to get politically engaged every time we see someone trying to manipulate our working environment, we *do* need to be prepared to act when *not* to do so could have significant consequences. It all comes down to motivation and integrity really. We need to be prepared to take responsibility for ourselves and those who rely on us. As long as you’re choosing to get involved for the “right” reasons you should be able to feel good about yourself, regardless of the outcome.

See next edition for:

#### **The Political Top 10 List**

Good Political Moves and What to Avoid *or* Being effective without sacrificing your Integrity



Have an idea or a suggestion for your chapter to be more effective??

We’d love to hear from you!

**Call your chapter Executive or email: [trihart@mts.net](mailto:trihart@mts.net)**

## Message from the President Elect

*By Maureen Horgan, IPMA-CP*

As your new President Elect, I welcome the opportunity to work with human resource professionals and students to ensure our chapter can be the best it can be. Our new Board is committed to growing our membership and offering value-added education and service to our members.

We are in the middle of a change of seasons and many of us have experienced a change of seasons in terms of career transition, additional duties and responsibilities (aging parents, new grandchildren, etc.). During this time, it is important to take stock of how you give back to your community.

Your IPMA community, namely our Executive Board, has openings and would like you to consider volunteering your time and energy to assist us in our role of providing a valued service to our members. We are counting on you to let us know if you can help. It is a great opportunity to expand your leadership skills, meet new friends and increase your network. In order to serve on the Board, you must be an IPMA member in good standing...and be prepared to give a few hours per month to assist the chapter. If you are new to the human resources role, we would like to hear from you—you don't have to have years of experience to join—just the willingness to participate, learn and enjoy the experience. Please give me a call at 942-5511.

Welcome to two new Board members, Susan Flanders and Odette Labossiere—thank you for volunteering your time and energy!

A huge “thank you” to Suzanne Gilson and Karen Pettit who served loyally in the role of President and created a chapter we can be proud to call our “Manitoba Chapter.”



IPMA Conference  
IPMA—2007 National Training Conference  
Toronto, Ontario

For more information, visit our website  
[www.ipma-aigp.ca](http://www.ipma-aigp.ca)



International Personnel Management Association-Canada  
 Association internationale de la gestion du  
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### Membership Fees

Individual.....	\$125.00
Initial Certification Application.....	\$200.00
Certified Member Renewal.....	\$175.00
Emeritus.....	\$ 75.00
Student (part-time).....	\$ 50.00
Student (full-time).....	\$ 25.00

GST is added to the above fees.

### The Benefits of Membership

For new graduates and human resource professionals who have been working in the HR field, IPMA membership has the following benefits:

- An opportunity to network, meet new people and share ideas
- A method to gain experience from human resource professionals in the field
- A reduced rate for IPMA sponsored educational events, including conferences
- An opportunity to present or represent your organization on the Executive or committees and to strengthen your leadership skills
- An opportunity to mentor students and assist them to gain exposure to your industry

## Manitoba CONNECTIONS

Is published by the International Personnel  
 Management Association – Canada  
 (Manitoba Chapter)  
 P.O. Box 1513 Winnipeg, MB R3C 2Z4

### 2006/2007 Executive Council

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**Newsletter:** **Vacant**

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**Administration:** **Kathy Trithart, 422-8587**  
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## UPCOMING CHAPTER EVENTS

Date	Topic:	Speaker
November 15, 2006	Retaining Your Key Talent	Marc Jackson, HAY Group
December 7, 2006	<i>Wine and Cheese</i> <i>(bring a donation for Christmas Cheer Board)</i>	Meet and Greet Networking Event
January, 2007	TBA	Darlene Dolinski, PPL Legal Care of Canada Corporation