

Bulletin
Fall 2004

Manitoba CONNECTIONS

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 champion 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



Message from the Past President

By Karen Pettit, IPMA-CP

Welcome to all new members and returning members of the Manitoba Chapter!

This year, the Chapter's focus is to provide excellent professional development to our membership, increase the marketing of the association, promote the international human resource certification program and maintain our financial stability. We will achieve this together – one step at a time.

Our program kickoff was a special event luncheon on September 24th with a dynamic speaker from Ontario, Navin Prakeh, on the topic of “Bias-Free Selection”. The remainder of the program year is full of events to meet members' continuous learning needs and to provide networking opportunities. Be sure to circulate our program information to all your colleagues so they, too, can enjoy the programming offered by IPMA.

As many of you know, certification as a human resource professional is becoming more and more important to employers. Job advertisements for positions in HR posted on the internet and in the career section of Canadian newspapers are including certification as a qualification for many HR positions. Employers know that a certified candidate has the necessary experience and professionalism for success in HR. And IPMA-Canada is committed to meeting this need by providing the only international human resource certification program in Canada to its members. The IPMA-CP (Certified Professional) and IPMA-CS (Certified Specialist) demonstrate expertise in human resources through demonstrated qualifications, human resource competency, education and experience. Detailed information about certification is available on the association's website at www.ipma-aigp.ca or you may contact our Certification Director, David Laird.

In November, IPMA-Canada will again partner with Red River College to offer the “Developing Human Resource Competencies” course which is a requirement for certification. Conveniently scheduled on five Saturdays, starting November 13th, this is a great opportunity for those members wishing to pursue certification in the near future. Further details on this course are available through Continuing Education at Red River College or on their website.

It's going to be an exciting conference year too. In October, our parent organization, IPMA-HR will host the International Human Resource Training Conference in Phoenix, Arizona. We are delighted that Manitoba Chapter Executive Director at Large, Ken Kowalski, will be featured as a speaker at this conference. Good luck Ken! And, in May 2005, the IPMA-Canada National Training Conference will be held in Regina, Saskatchewan. A large contingent of Manitoba members are planning to attend - so make sure you mark your calendar now!

All of our members are encouraged to volunteer in the association – on the executive or perhaps as a one time sponsor of an event. If you are interested in volunteering just contact any member of the Chapter Executive to express your interest. After all, it is “your” human resource association!

Like the Olympics this past summer in Greece, it's now time to pass the torch. For those of you who have not heard, I was elected President-Elect of the IPMA-Canada National Executive Council this past June in St. John's, Newfoundland and will assume the role of President next year. To accommodate this change, I'm pleased to advise you that, Suzanne Gilson, our Chapter President-Elect, will take on leadership of the Chapter in the new year. It has been a pleasure to serve you!

National presence, national voice, international connections...IPMA-Canada

**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

IPMA Manitoba Chapter – Programs Report

By Suzanne Gilson

Once again, the IPMA Executive has put together an exceptional calendar of events intended to build Human Resource Management Capacity in everyone.

Here are some of the topics you can expect to see offered at our Learning Sessions this year. We also always leave room for those just in time sessions that members either suggest to us, or our partners in the HR community bring forward.

And don’t forget, if you see a presentation or do one you are excited about, share it with us. We’d love to bring it to our members. Just call me at 945-4007. I want to hear from you!

Suzanne.



Upcoming Program Events:

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| Oct. 25th - Hot Issues – Proactive Solutions – Oct. 29 th , Breakfast Grant Mitchell, QC |
| Nov. 13th -International Certification through the HR Competency Course, Red River College, , HR Management Certificate Program, Ken Kowalski, IPMA-CP |
| Prior Learning Assessment – Beyond Credential’s – Foundations Course |
| Strategic Organizational Design, David Laird, IPMA-CP |
| Facilitating Employee Attendance |
| ADAM/IPMA, Taking Care of People |
| Managing the Generational Melting Pot |
| Creating a Respectful Workplace |
| Practical Performance Mgmt |
| Ready and Welcomed- Accommodation |

PLR & HRM

By Ken Kowalski, IPMA-CP

Beyond the acronyms, Prior Learning Assessment and Recognition (PLAR)’s relationship to the professional practice of Human Resource Management (HRM) was, for me, one of those ‘ah-ha’ moments about one year ago.

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Although PLAR has been practiced informally for decades, it began a move in a more formal sense at the post-secondary level (college / university) in the 1980's as a methodology to grant academic credit for learning achieved outside of the educational system. Since then, it has evolved to the point that, in some colleges, students may complete a PLAR process as a means to achieve a course credit in lieu of course attendance per se.

PLAR, it turns out, as a practice, is a process of identifying, documenting, assessing, and recognizing what person *knows and can do*. In other words, all learning that has been acquired through any means - formally and informally. Essentially, it becomes a process of gathering evidence of your life long learning – from work, from training, from volunteerism, from your life experience itself and presenting in a fashion that warrants an assessment and ultimately some form of recognition.

PLAR, as a practice, technique or theory, needs to become an essential component of our HR practice toolbox. In many ways, PLAR is an extension of or support to what we already do as HR professionals.

PLAR delineates 3 fundamental yet integrated roles: advisor, assessor and facilitator. Each has a unique functional aspect yet share many crossover or lateral commonalities. These roles, with somewhat familiar titles, do in fact encompass many of our common HR activities. We move through the role of advisor when we are wearing our career-counselling hat, assessor when we interview and staff positions and facilitator as we build a business case to budget resources in support of our HR learning plans.

In a PLAR model, the elements of assessment are described as: rigor, transparency, fairness and flexibility. All of which, I would argue should be an essential component of a professional HR practice. In addition, PLAR speaks to the principles of sound assessment as being validity, sufficiency, authenticity, currency and reliability. These are all aspects each of us need to have on the table when, for example, we examine and weigh the evidence candidates provide us during a recruitment / selection activity.

There is so much to PLAR that is familiar to HRM that I believe it warrants a place in each of our professional development learning plans. Red River College has a comprehensive set of PLAR courses available ranging from foundational to advanced and has just included the PLAR Foundation course for credit in its HRM certificate program. In addition, the Manitoba Civil Service Commission, through Organization and Staff Development, will likely be offering one to two day competency building PLAR workshops in the new-year.

Welcome, New Members:

Welcome New Members

By Cathy Proulx

Welcome to our new members. We look forward to seeing you at our upcoming events!

Natalie Gasc, SISIP Financial Services
Cheryl Ritlbauer, Manitoba Provincial Ombudsman
Michael Hibbert, SLHACL Retardation Service
Craig McGregor, Agriculture, Food & Rural Initiatives
Jennifer Russell, Education, Citizenship & Youth
Marinne Kasprick, Winnipeg Regional Health Authority
Christopher Herman, Student

Upcoming National/International/Local Events

- ❑ IPMA International Training Conference being held at the Hyatt Regency, Phoenix at the Civic Centre Plaza, Phoenix, Arizona from October 16-20, 2004
- ❑ IPMA -Canada, 2005 Training Conference, The Opportunities are Wide Open: Thriving in the New Workplace, scheduled for Regina Saskatchewan from May 29-31, 2005.
- ❑ Developing HR Competencies, offered at Red River College, on 5 Saturdays, Nov 13 to Dec. 11, 2004

International Certification
IPMA – Certified Professional (CP)

After more than a decade of offering Canada's only national certification program, by agreement with IPMA – US, we are now offering an international certification program. Whether you live in the United States of America or Canada, you will now meet the same high quality professional human resource standard in either country to be a Certified Professional.

The certification program is organized into three components:

- Total years of education and experience
 - Level of experience in several specialties
- Successful completion of the HR Competency exam

Applicants will require:

- At least 8 years of education and HR experience
Mastery and journey level experience is required across the following HR functional areas:
 - Employee/Labour Relations
 - Employee Selection
 - Organization and Employee Development
 - Employee Benefits/Risk Management
 - HR Research
 - HR Management Systems
 - Recruitment
 - HR Diversity/Employment Equity
 - Compensation
 - Classification
- Completion of the competency exam either online or at the completion of a certification training program. The exam assesses applicant's knowledge in the areas of HR leadership, change agent and business partner based on IPMA's 22 defined HR Competencies.

IPMA-CP sets a standard that will be recognized worldwide and highlights the transferability of skills between Canada and the USA. It also increases the recognition of the entire HR profession within the larger business community and provides individuals with honour and prestige of holding an international designation.

Employers can feel confident that their employees, with an IPMA – CP certification, have the abilities to deliver competent, professional HR services in support of their organizational goals.

Manitoba CONNECTIONS

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Call for Volunteers/Student Award

Volunteers - call for volunteers for the position of Program Director and Federal Sector Director. If interested please contact Karen Pettit at 954-4559.

Student Award

Once again, IPMA participated in the graduation ceremonies related to the Human Resources Management Certificate Program of the University of Manitoba, held on June 10, 2004 the U of M campus. IPMA, MANITOBA Chapter presented a certificate to Christopher Herman who graduated with the highest overall grade, along with free membership for a year, and IPMA gifts to introduce Christopher to IPMA. It was a well-attended gathering with a formal reception at the end of the ceremonies.