

**Bulletin**  
**Spring 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 President

*By Karen Pettit*

Another year has come and gone. The Manitoba Chapter Executive has been busy the past few months updating the chapter's strategic plan and developing a marketing strategy for this year. A campaign to enhance the awareness of the association and advertise the benefits of an IPMA-Canada membership has begun – all leading up to membership month – in March!

The challenge is on across Canada and the goal is to increase membership by 10% in every province during membership month... are you up to the challenge? Come on, everyone likes a little competition. And there are prizes too. So, what are you waiting for? Simply circulate information on IPMA to a few of your friends and tell them why you are a member of the association as well as what it can do for their career. Spread the word!

The professional development events this year have been well attended and we look forward to continuing to offer quality skill building sessions this Spring. Check out the events calendar in the newsletter for the full PD events calendar.



A warm welcome to new members who have joined the association and to members who have recently renewed their membership. Our current membership is 98 members. If you know of someone who is interested in joining, please contact Maureen Horgan, Membership Director.

Congratulations to all of our IPMA-CP certified members. The IPMA-CP international human resource designation has been rolled out by every chapter in Canada and will be used as a template for other chapters around the globe. You will be pleased to know that IPMA-Canada chapters were able to make a smooth transition to the new certification with awards presentations in 2003. We encourage members who have not yet been certified, to contact our Certification Director, David Laird and apply for certification.

We have continued to build partnerships this year with employers, local associations and educational institutions. We were pleased to offer the HR Competency Course for the first time at Red River College in the HR Certificate Program and received positive feedback.

This year's IPMA-Canada National Training Conference “*Riding the Tide: Strategies for Organizational Success*” is being held in St. John's, Newfoundland and Labrador from May 30 to June 2, 2004. This will be the HR conference of the year and promises to be fun filled with our friends on the eastern seaboard.

This is my last year as President of the Manitoba Chapter Executive and, as you know, time flies when you are having fun. It has been a truly wonderful experience meeting human resource professionals from across Canada and seeing the issues we face have a common thread. My appreciation is extended to the dedicated Chapter Executive members who volunteer their time, sometimes at great personal sacrifice, to provide quality programs and service to our members. I would encourage each and every member to become more involved in the association so they too can make a difference in shaping the future of human resources in Canada and beyond.



## Welcome New Members

*By Maureen Horgan, IPMA-CP*

**Welcome** to our new members. It is great to see representation from many different organizations. We look forward to seeing you at our upcoming events.

**Marissa Tycholis – Credit Union Central**

**Diane Fleric – Canada Drug**

**Linda Wildemann – Part time student**

**Michelle Turon – Manitoba Blue Cross**

**Susan Flanders – Manitoba Blue Cross**



## IPMA-Canada 2004 National Training Conference

**The Fairmont Newfoundland**

**St. John's, NL**

**May 30 – June 2, 2004**

**IPMA Canada** is Canada's national human resource association of human resource practitioners. That means that when you become an IPMA member, you automatically gain access to a wealth of professional recognized programs and services that are designed to meet the certification standards, development expectations and communication needs of Canadian HR practitioners. You will also have access to the website and resources of the International Human Resource Association.

On behalf of our conference team, we are thrilled to invite you to IPMA-Canada's 2004 National Training Conference being held at The Fairmont Newfoundland in St. John's, Newfoundland and Labrador, from May 30 through to June 2. Our theme says it all – ***"Riding the Tide ... Strategies for Organizational Success."*** Our National Conference promises to provide you with practical strategies for making a contribution through human resource management to your organization's strategic goals and objectives.

Providing training, development and networking opportunities to human resource professionals is a primary focus of the 2004 National Training Conference. Our mission is to promote excellence in the practice of human resource management.

Our 2004 conference team will showcase a great professional development program! Through the messages of our keynote speakers you will be provided with *strategies for organization success*. Come to Newfoundland and Labrador and *Ride the Tide* with one of Canada's foremost experts on work, Dr. Graham Lowe, who will provide *"Keys to Building Future People Capacity"*. Other keynote speakers who will share their expertise include Mark Surrette of Robertson Surrette on *"The Merit Principle: The War between Process, Politics and Results"*; Dr. David Dibbon on the *"Learning Organization"*; and Ann Marie Hagan will explain how *"Happiness in an Inside Job!"*

Newfoundland and Labrador's reputation for hospitality will be surpassed while you dance away the evening to very talented Newfoundland and Labrador musicians. Come be entertained and laugh with your colleagues at Spirit of Newfoundland's dinner theatre production. There will be ample opportunity to network with your peers throughout the conference – come and be a part of the experience! Come to the place where the New World begins and to the city that started it all. Come to St. John's and take a walk on Water Street, the oldest street in North America. Look out over a naturally-sheltered harbour, where 40 vessels lay anchored 40 years before the Mayflower landed. Raise a glass in a place that boasted over 80 pubs before the Americans began their battle for independence. Now that's history!

Check out our website at [www.ipma-aigp.ca](http://www.ipma-aigp.ca) for conference details. We encourage you to make plans to join your colleagues for the Canadian premiere training event of 2004!

**Glenn Saunders, IPMA-CP**

**Christine Phillips, IPMA-CP**

**Co-Chairs, 2004 National Training Conference**

**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:
  - Organization and employee development
  - Employee/labour relations
  - Selection
  - Classification and compensation
  - Employee benefits/risk management
- 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.

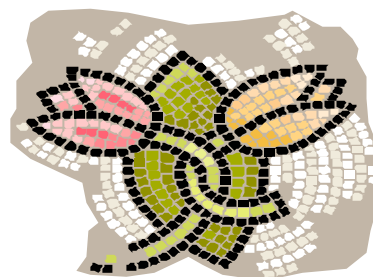
Employers can feel confident that their employees, with an IPMA – CP certification, have the abilities to deliver competent, professional HR services in support of their organizational goals.

## **Manitoba CONNECTIONS**

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## **UPCOMING CHAPTER EVENTS**

<b>April 22, 2004 -</b> <b>Tentative</b> (Luncheon)	<b><u>Is it Fair? Performance Measures</u></b> Trevor Hubert, MSc, CHRP, Manager, Performance & Organizational Effectiveness, Investors Group Institute
<b>May 6, 2004</b> (Full Day Workshop)	<b><u>Prior Learning Assessment and Recognition (PLAR) Workshop</u></b> Deb Blower, PLAR Facilitator, Red River College
<b>May 20, 2004</b> (Breakfast)	<b><u>Technology Impact on the Workforce</u></b> Garth Bucholtz, B.A., C.I.B.S., Corporate Web Manager, City of Winnipeg
<b>June 17, 2004</b> (luncheon)	<b><u>Annual General Meeting</u></b> TBA