

HR VISION

www.ipma-aigp.ca



Fall 2004

IPMA - CANADA NATIONAL CAPITAL REGION CHAPTER

Welcome to the National Capital Region's updated newsletter - *HR Vision*. In the coming months we will use *HR Vision* on a quarterly basis to inform members of upcoming IPMA events and provide interesting articles on HR issues and trends.

This fall we have two dynamic events to assist the HR community. On October 18th we held a great workshop called "Leveraging Chaos: Redefining the Context" with internationally recognized speaker, facilitator and strategist, Peter Dickens. Mr. Dickens discussed how HR participants can take a strategic role within their organization and help to become an employer of choice in the 21st century.

As part of our AGM on November 18th, "Innovations in Human Resources" will be given by guest speaker Robert Chartrand. Mr. Chartrand will discuss how a large government department adopted innovative approaches to recruitment and retention and how HR innovation can aid in the search for highly-qualified public sector employees.

We hope you enjoy the informative HR articles in this issue and look forward to seeing you at the upcoming events. For more information about our chapter events and IPMA check out IPMA website at www.ipma-aigp.ca.

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To submit an HR article or other information relating to the HR community in the National Capital Region, please contact Raf Khan by e-mail at Raf.khan@tmp.com or give him a call at **613-241-5335 ext. 228**.

Upcoming Events National Capital Region

November 18, 2004 - Annual General Meeting and Speaker Event
Annual General Meeting
Time: 11 a.m. to noon

Luncheon Guest Speaker Event
Topic: Innovations in Human Resources
Facilitator: Robert Chartrand
Time: 1 pm - 3.00 pm
Venue for Both: **Volunteer Canada, Meeting Room, 330 Gilmour Street**

February 28, 2005 - Professional Development Workshop
Topic: Working Your Network: The Human Resource Professional's Key Skill to Optimum Productivity, Strategic Positioning and Increased Relevance
Facilitator: Michael J Hughes.
Time: 8:30am to 4:30pm
Venue: **Sheraton Hotel**

Registration/Information on National Capital Region events contact: Eunice Garceau
wp@bizservices.net Tel: 613-598-4688
Fax: 613-594-8705
www.ipma-aigp.ca/chapters/ncr/index.htm

Getting your professionalism recognized:

IPMA-CP and IPMA-CS Certification Programs

By Esther Becker, IPMA-CP & Carol Hopkins, IPMA-CP

IPMA-Canada is recognized as a champion of excellence for the Human Resources profession. An HR professional has not only technical competencies but is also an innovator and, a leader and a strategic business partner. IPMA-Canada's new certification program is tangible evidence of this professionalism and it is the only internationally recognized HR accreditation.

If you have not already certified, have you begun on your certification program, or thought about certification? With IPMA-Canada, you can be accredited as an HR generalist or as a specialist in a particular area of HR.

To be eligible for certification you need to have one of the following:

- a graduate degree and at least two years of HR experience; OR
- a bachelors degree and at least four years of HR experience; OR
- a diploma and at least six years of HR experience; OR
- at least eight years of HR experience.

Your application for certification as a certified professional (IPMA-CP) will be assessed by a board consisting of IPMA certification directors who will look for a combination of operational and strategic/managerial experience in several of the following skill areas:

- *Employee/Labour Relations; Classification and Compensation;*
- *Employee Selection;*
- *Recruitment Organization and Employee Development;*
- *Employment Benefits/Risk Management.*
- *HR Research*
- *HR Management Systems*
- *HR Diversity*
- *Compensation*
- *Classification*

For certification as a specialist (IPMA-CP) you will need to have focused on one of these areas at the strategic/managerial level and be up-to-date in your knowledge.

For both CP and CS designations, you will also need to pass an exam on the IPMA human resources competencies. You can take the exam on line or as part of the "Developing HR Competencies" course. Taking the course prior to taking the exam is very helpful, though not compulsory.

The IPMA certification program is designed specifically for professionals working in the HR field, so if you are one of those professionals, it's for you!

If you already have your IPMA certification, you'll need to re-certify after three years from the date of your current certificate. You will receive notification from IPMA-Canada in good time. You will need to demonstrate that you have maintained and developed your professionalism. For those who are active HR professionals, and participate in the HR community this is not difficult but be sure to keep good records of your involvement.

Want to know more?

Visit the IPMA Web site

www.ipmaaigp.ca/certification/index.htm
or contact

Esther Becker, Director, Certification
for the National Capital Region Chapter
Tel: 613-995-3708
E-mail at Esther.Becker@oag-bvg.gc.ca.

Did you know?

IPMA-Canada offers the only international certification program for human resource professionals in Canada?

Upcoming Events IPMA Canada

May 29-31, 2005 -
National Training Conference
"Thriving in the New Workplace:
The Opportunities are Wide Open"
Location: Regina, Saskatchewan

IPMA Canada Human Resources
Award Nominations
Nominations are to be made to the
National Office c/o Linda Fields by
March 31, 2005
To make a nomination or more
information visit: www.ipma-aigp.ca/awards/index.htm

Registration / Information on National
events contact:
Linda Fields
linda@ipma-aigp.ca
Tel: 866-433-0234
Fax: 780-433-0295
www.ipma-aigp.ca

Submissions:

To submit an HR article or other information relating to the HR community in the National Capital Region, please contact Raf Khan by e-mail at Raf.khan@tmp.com or give him a call at 613-241-5335 ext. 228.

The deadline for our next newsletter is December 15, 2004.

IPMA and Dr. Phil

By Valerie O'Callaghan, IPMA-CP

On June 18, 2004, many members of the NCR Chapter attended a highly informative day at the Congress Centre with Dr. Phil and several other exceptional speakers through the *Power Within* series. Being an IPMA member entitled one to a substantial discount of either \$139 or \$149 depending on when the tickets were booked. It was an overwhelming day of knowledge, humour and networking.

The speaker that was the most moving was W Mitchell: best selling author of *It's Not What Happens to You, but What You Do About It*. He knows about challenge, change and courage - all first hand having experienced significant personal tragedy twice in his lifetime (a fiery motorcycle accident that left him burned over 65% of his body, and an airplane crash that took away his ability to walk). He spoke to us about the battles and the victories of life and gumption.

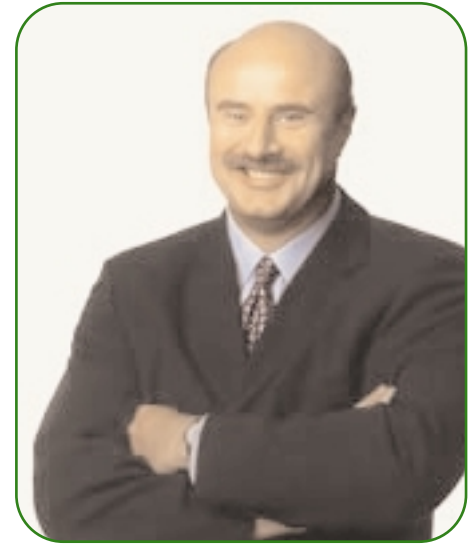
Peter Guber Founder & Chairman of Mandalay Entertainment and former CEO of Sony Entertainment discussed Leadership. David Bach, the author of the instant bestseller *The Automatic Millionaire* gave us a whole new perspective on our finances. Ken Blanchard, the co-author of the business classic *The One Minute Manager*, showered us with dozens of examples of positive management, personal power and effective communication.

Herb Cohen the best selling author of *You Can Negotiate Anything* is considered the world's greatest dealmaker and has been involved in hostile corporate takeovers and hostage negotiations. As a result of his extensive negotiation experience and unique presentation style, Herb was another crowd pleaser.

The standing ovation speaker was Loretta LaRoche, best selling author of *Life is too Short - Wear Your Party Pants*. Loretta showed us how to lighten up and let go by

reframing our thoughts, celebrating life and learning to use irreverence rather than irritability to get through life. We explored why we behaved the way we often do, and how to increase our sense of optimism, joy and humour.

Dr. Phil McGraw, best selling author, of *Self Matters* has single-handedly galvanized millions of people to "get real" about their own behaviour and create a more positive life. Those of us who attended were galvanized as well by his no nonsense messages and challenges toward our self improvement.



Soft Skills: A driving force for hard to find jobs

By Joseph Perera, P.Mgr, CIM, IPMA-CP

The ingredients that are required for successful job search are now going through a transition to suit the challenging work environment and its requirements. The customary concept of treating cognitive and technical skills as the main criteria to offer a decent job is now gradually fading amidst the accumulated experience of the employer. The career experts have now identified more important ingredients to ensure successful hiring practices in the modern workplace. It has proven to be the values of soft skills is a rapidly expanding hiring tool in today's challenging job market. Just as organizations are reassessing their strategies by seeking and hiring the persons suited to their requirements, job seekers too need to adjust their profiles in order to successfully market themselves to these organizations.

There is a good group of behaviours termed as **Soft Skills** that career experts say often determines the suitability of an employee and get the attention of the hiring managers.

It is now clear that soft skills like flexibility, adjustability, perseverance, positive attitude, and inter-personal communication skills are very necessary tools for a successful

career. Similarly, in order to market yourself effectively, you must be aware of your strengths; areas need improvement, attitude, and interest, and fill in the existing gaps if any.

For instance, today's job seeker would be wise to realize early that the employers just as much likely to search for attitude and flexibility amongst fresh recruits, as they may conventional degree or diploma.

The common thread that runs through each of the changes is that self-reliance is becoming the most important asset job seekers can possess.

Today, the pendulum has swung back to the job seeker, who now has the full responsibility to enrich his/her own soft skills in his/her search for employment. It makes little sense to stick to old ways when it comes to job searching. Adapting two new ways to suite the job market is the only way to ensure success in an effective job search in getting interviews and landing a job at the end.

Technical skills and procedures can be taught but the soft skills come with the character. It is a proven factor that a workforce with strong "soft skills" tends to be a flexible, dependable, results-oriented group of satisfied employees who would contribute to make the organization's operational goals a reality.

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