



**International Personnel Management Association-Canada
NB Chapter cordially invites you to attend our Annual General Meeting
October 29, 2010
Crowne Plaza, Fredericton**

IPMA-Canada NB Chapter is holding its Annual General Meeting for all to attend. This year's AGM will tend to regular business updating members, a proposed amendment to the by-laws for approval and election of members to the Executive to address vacancies.

Following the AGM, a free Lunch and Learn will be offered to all attendees.

11:00 am *Annual General Meeting*
12:00 pm *Lunch and Learn with Joanne Callahan*

Please **confirm your attendance** by contacting Karolina Gehres at 457-7889 or by e-mail Karolina.gehres@gnb.ca **no later than October 20.**

By-Law Amendment

An amendment to the NB Chapter by-laws is proposed for approval by the Chapter members at this year's AGM. The proposed change to section 3.5.1 would read: "3.5.1 Any student attending a recognized post-secondary education program in a related field may become a student member upon payment of the prescribed dues and is eligible to vote and to hold office except for President and President-Elect.". This change was first proposed at the May 20, 2010 meeting of the Executive and approved at the July 8 meeting of the same.

Board Executive Vacancies

The Board Executive is looking to fill three vacancies: President-Elect, Co-Director of Programs and Professional Development and Director of Membership. We will be accepting nominations and proceeding to a vote to fill these vacancies during the AGM. A description of the positions is available through Darlene Merrithew who is the president of the nomination committee. Please identify your interest in one or more of the vacant positions to her **before October 22, 2010** by contacting her by email: darlene.merrithew@yorkmanor.nb.ca or by phone at 444-3880 ext. 2306. She would appreciate hearing from you.

Remember that the Chapter needs your active support to meet our objectives as a professional organization and that your participation on the Executive provides points towards obtaining your certification or re-certification.

Lunch and Learn

Rationales that generally motivate the decision to undertake a diversity management initiative include ethical, legal and business obligations. When we think of diversity ideas like employment equity and inclusion usually dominate our thinking.

NB Power is examining their motives for diversity. While continuing to respect employment equity obligations NB Power believes there is a need for a fundamental shift in the way organizations think about and respond to inclusion. During this presentation you will hear about NB Power's revived approach to diversity and how it is embedded in a comprehensive HR strategy. You will also hear why traditional approaches to inclusion are being revisited and learn about strategies on how to build a diverse workforce that is created around the uniqueness of every employee.

Joanne Callahan

Joanne Callahan is the Corporate Director for Diversity and the Chief Learning Officer for NB Power. She is the architect of a new and exciting approach to employee learning called "Employee Growth and Evolution". Joanne is currently implementing a new approach to Diversity - one that like the other programs deviate from conventional practices. She has a Bachelor of Education degree and a Masters of Education from Memorial University and is currently work on a masters program in HR at Cornell.