



IPMA-Canada New Brunswick Chapter

Annual Chapter Report

May 2009

**Submitted
by
Lori Burbridge**





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President's Message

I want to first thank you for the opportunity given to me as your chapter President. I'm proud to be a member and hope to continue the fine work of previous chapter Presidents and members alike. I am incredibly proud of the NB IPMA Chapter Executive for all the hard work they have contributed over the past year. We are a strong, stable chapter and we offer diverse and interesting professional development programs throughout the year.

The economy is on everyone's minds right now and I'm happy to report that our chapter is in a strong financial position. We offer the best value for personal growth through our professional development events. We have much to celebrate, and more work to do. We continue to develop our members' training and business skills through quality programs that provide value to our members.

We continued to grow our membership numbers and currently have 100 members to date and we are determined to grow even more. Our effort to increase our member involvement has proven to be a success, with many of our members volunteering for the upcoming Conference scheduled for Fredericton, New Brunswick this end of May 2009.

I would like to take this opportunity to say a special thank you to Peter Trask for his support of our Chapter. Peter has been with us through many transitions and has given us whatever support and guidance we needed to get the job done. It doesn't seem enough to just say thank you. I am sure given his commitment to the IPMA, Peter will continue to offer his support and serve our chapter well for many years to come.

In closing I would like to extend my many, many thanks to the entire team for all their hard work this past year planning and organizing for the upcoming annual conference scheduled for May 2009 in Fredericton, NB. A special thank you to our conference co-chairs, Paula Trites and Peter Trask for their dedication and hard work. I am excited once again to see everyone at our annual conference in May 2009!!!

Respectfully submitted,

Lori Burbridge
President
IPMA – Canada, NB Chapter



Membership

In April 2009, the New Brunswick Chapter of IPMA had 100 members, broken down as below.

70 Individual Members

27 Certified

1 Chapter Honorary Life Member (also a certified member)

2 National Honorary Member

Total – 100 members

Again this year as part of our strategic plan objectives, the Executive chose to focus on providing PD events to its current members and inviting other professionals through liaising with other association such as IPAC and HRANB. This “soft sell” approach enabled us to reach potential new members by demonstrating what IPMA could offer. At the PD events, tables were set up to provide information on IPMA- Canada, as well as information being shared once PD speakers were being introduced.

Respectfully submitted,

Deborah Maston, IPMA-CP
Director of Membership
IPMA – Canada, NB Chapter



Certification

Currently the New Brunswick Chapter of IPMA has 27 certified members. We continually encourage anyone who is a member of IPMA-Canada to become a certified member. Over the last year we offered our members assistance in completing their application for recertification. Our aim next year is to educate our members on certification/recertification and increase our numbers.

Congratulations to the following members on their successful certifications in 2008-2009:

Lori Burbridge, IPMA-CP
Lissa Lavigne, IPMA-CP

Congratulations to the following Certified Members who Recertified in 2008-2009:

Lisa Cook, IPMA-CP



Respectfully submitted,

Louise Cook, IPMA-CP
Director of Certification
IPMA – Canada, NB Chapter



Professional Development

The 2008 - 2009 year was a great year for communicating our “raison d’être” to our members through an effective Orientation Session, and for communicating the upcoming National Conference. We were able to expand our network by capitalizing on existing partnerships as well as developing new ones.

We had organized a total of **7 PD events** in the 2008-2009 IPMA-Canada year!

1. October 15, 2008 – IPMA Orientation Session including the Annual General Meeting with presentations by: Peter Trask, IPMA Chapter President and Paul Thériault, IPMA Honoree Member (Vice President of Human Resources at NB Power). This event attracted approximately 20 participants.

PD Focus: This information session, delivered by guest speakers that are heavily involved in contributing to IPMA’s success, will focus on the machinery of IPMA that will broaden your understanding of the association’s vision, mission and purpose. Emphasis is placed on understanding the IPMA strategic plan, code of ethics, bylaws, membership, certification process, awards and success stories.

2. November 14, 2008 - Professional Development Event, “**McCain Foods Limited Attraction and Retention Strategies**” by Maritha Peens is the Director of Talent Development for McCain Foods Limited at their global office in Toronto. This event had to be canceled due to lack of communication.

PD Focus: Organizations are obligated to think of various new, innovative attraction and retention strategies that ensure them to remain competitive in today’s war for talent. McCain Foods Limited has implemented various strategies to increase its ability to attract and retain organizations most important resource – its people!

3. November 27, 2008 – Professional Development Event, “**Developing HR Leaders!**” by Paul Kearley, Managing Partner of Dale Carnegie Business Group. This event had to be canceled due to lack of communication.

PD Focus: The Human Resources team is tasked with finding the best hires, nurturing the stars, and fostering a productive work environment. HR constantly develops various training and leadership program focusing on growing people at all levels of the organization, but omitting to concentrate valuable efforts on their team. And therefore, what is the HR management group doing to develop the HR professionals in being at their best and becoming effective leaders? This workshop will help you to recognize the required competencies for HR professionals to lead at all levels within an organisation. During the session, you will also learn to create a development plan enabling you to be an effective leader to impact and influence decisions within your organizations that will show business results.

4. December 11, 2008 - Professional Development Event, “**HR: A strategic partner in achieving organizational business goals**” by Léo LeBlanc, Corporate Secretary and Vice President of Human Resources & Corporate Affairs of Co-op Atlantic. This event had to be canceled due to lack of communication.

PD Focus: The learning objectives were how to help the CEO meet corporate objectives; how to be a strategic partner with Executive Management Committee to bring about organizational change and continuous improvement; and HR strategies a return on investment (some hard numbers).



5. December 18, 2008 - Professional Development Event, **Christmas Celebration, “Come Celebrate with IPMA all your 2009 achievements!”** by Dr. David Scott. This event had to be canceled due to lack of communication.

PD Focus: Focus is placed on encouraging performance excellence both in ourselves and in the people we work with.” How we think influences our attitude, which in turn influences how we feel about something, and of course how we feel has a big influence on our behavior.” The speaker will highlight simple ways of thinking which will lead to improved performance both in and out of the workplace. It is important for people to have a way of dealing with” bad days”, with adverse situations, and to be a professional in situations were they may find it hard to be. At the end of the session, you will have tools that will allow you to not only deal with difficult situations but also encouraged to strive for excellence.

6. January 16, 2008 - Professional Development Event, **“Building a Learning Organization”** by Kathy Watt. This event had to be canceled due to lack of communication.

PD Focus: The new business of business is *learning*. This half-day, interactive session is designed to explore the *what*, the *why*, and the *how* of the learning organization. It will provide participants with a broad, yet practical, understanding of the theory behind organizational learning, as set forth by Peter Senge, in his seminal book, *The Fifth Discipline*. The workshop will explore the role of dialogue and relationships in moving successfully toward a more effective learning organization, and will conclude with practical suggestions to assist those who are working toward this vision. Please be warned, however, the *work of learning* is hard work! This short session will be designed to provoke as many questions as it will answers!

7. February 13, 2009 - Professional Development Event, **“Building a Healthy Workplace”** by Jennifer Blackwood, the owner and president of Business Health Matters Inc. This session attracted approximately 20 people.

PD Focus: In this session you will gain an understanding of:

- The link between employee satisfaction and employee health
- What are the prevalent health issues in the workplace
- What impact unhealthy employees have on a workplace
- What is the cost of health issues for employers (direct and indirect)
- How to develop and sustain a healthy culture in the workplace
- How to determine what health initiatives to put in place
- How to get maximum participation in health promotion programs
- How to set up a wellness committee
- EAP a vital but underused resource. What is a good participation rate? How to improve participation.
- What are the community resources available to you

Stay tuned for some exciting learning opportunities in an up and coming calendar 2009-2010.

Respectfully submitted,

Nathalie Moreau
Director of Programs & Professional Development
IPMA – Canada, NB Chapter



Financial Stability

The financial statements will be produced this month, a quick summary includes the following:

Assets:

Cash	\$2293
Accounts Receivable	\$500
Term Deposits and Mutual Funds	\$6130

Liabilities:

Accounts Payable	\$1000
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Respectfully submitted,

Karen MacAllister
Treasurer
IPMA – Canada, NB Chapter





Communication

Assuming the position of Director of Communications for IPMA – Canada, NB Chapter continued to be a really interesting, challenging and rewarding experience this year. I am responsible to ensure ongoing communication to our members.

I am very proud to be involved on the Executive by being responsible for communicating the professional development activities that ensure excellence in the practice of human resources management.

Respectfully submitted,

Janique Robichaud-Savoie
Director of Communications
IPMA – Canada, NB Chapter





Alignment of Chapter Plans with National Plans

The National Chapter had set five goals for this year and in keeping with this direction the New Brunswick Chapter concentrated on three of these five goals:

- ✓ Improving Service to Members
- ✓ Visibility to Stakeholders and
- ✓ Increasing our Membership.

IPMA-Canada ACTIONPLAN 2008-2009			
Objectives	Suggested Actions:	Lead Position	Action Date
IMPROVING SERVICE TO MEMBERS AND VISIBILITY WITH STAKEHOLDERS			
To identify who we are, what members and potential members want, and what we want to offer.	Annually survey members that do not renew membership as to reasons for not renewing their membership.	Director, Membership	As reports received from National
	Provides feedback of the survey at monthly executive meetings.	Director, Membership	Monthly as acquired.
	Report annually as to results of above surveys to the Executive for possible action items for annual strategic planning meeting.	Director, Membership	Annually in February
	Survey existing members as to the : <ul style="list-style-type: none"> • services currently offered • potential services that could be offered • current challenges 	Director, Membership & Director Publicity	Every 2 years – next spring 2008
	Report results of 2008 survey to the Executive for possible action items to update plan.	Director, Membership	June to September
	Update action plan as required from results of survey.	President	September
To identify our professional development schedule that is timely and pertinent to HR issues.	Identify challenges faced in the HR community to ensure professional development activities are relevant and timely.	Directors, Programs & PD	Ongoing at monthly meetings
	Utilize results from 2008 survey in planning educational sessions for 2008-9.	Directors, Programs & PD & Director Membership	September
	Create and administer feedback forms at the end of each educational session to utilize in planning future sessions.	Directors, Programs & PD	Ongoing
	Develop dates for PD sessions, Annual meeting, social events, etc for the year and present this schedule to Executive and then to membership.	Directors, Programs & PD	Annually in September



IPMA-Canada ACTIONPLAN 2008-2009

Objectives	Suggested Actions:	Lead Position	Action Date
	Determine HR Certification Program for fall 2008– based on interest.	Directors, Programs & PD & Treasurer	Spring 2008
	Identify list of potential sponsors to assist in PD efforts and present to Executive for review.	Director, Publicity	September
	<i>Increasing Membership</i>		
To develop a recruitment plan for membership	Recognize at the Annual Meeting – all new members, member accomplishments.	President	Annually at annual meeting
	Increase Chapter membership by 12 % in 2008-2009	Executive	2008-2009
	Contact new members to establish their interest in Committees and projects.	President & Director Communications	Ongoing
	Investigate ideas and avenues to acknowledge certified members. Eg discounts for PD, special event	Director- at - Large	October
Conference Planning for 2009 Conference	To establish action plans with time lines and committees as required.	Conference Co - Chairs	On-going
To develop a marketing plan for the Chapter			
	Set up meetings with Departments to discuss with their HR staff - IMPA and services, including certification process.	All Executive	Fall 2008
	Send members web link and password to IPMA Website.	Director, Communications	Fall 2008
	Sending out regular messages to our members via e-mail	Director, Communications & President	Ongoing



Strength of Executive Council

The list of Executive which follows indicates the commitment of members to work towards meeting our strategic plans set last year.

Chapter Executive 2008-2009

<p>PRESIDENT Lori Burbridge, IPMA-CP Human Resource Advisor Regional Health Authority B Zone-Saint John P.O. Box 2100 Saint John, N.B., E2L 4L2 Phone: (506) 648-7044 Fax: (506) 648-6330 burblo@reg2.health.nb.ca</p>	<p>PRESIDENT- ELECT</p>
<p>PAST PRESIDENT Peter Trask Assistant Director Human Resources, Dept. Of Health, HSBC Place 520 King Street Fredericton, N.B., E3B 6G3 Phone: (506) 444-4564 Fax: (506) 453-3333 Peter.trask@gnb.ca</p>	<p>DIRECTOR MEMBERSHIP Deborah Maston, IPMA-CP Manager, Careers and Resourcing Solutions NB Power, Holding HO6, Fredericton, NB E3B 4X1 Phone: (506)458-6810 Fax: (506) 458-4249 dmaston@nbpower.com</p>
<p>DIRECTOR, PROGRAMS & PROFESSIONAL DEVELOPMENT Nathalie Moreau Fredericton, NB E3B 4X1 Phone: (506) 458-4885 Fax: (506) 458-4249 kjardine@nbpower.com</p>	



<p>DIRECTOR CERTIFICATION Louise Cook, IPMA-CP Human Resources Consultant Department of Transportation P.O. Box 6000 Fredericton, NB E3B 5H1 Phone: (506) 444-5521 Fax: (506) 444-4582 louisecook@gnb.ca</p>	<p>DIRECTOR COMMUNICATIONS Janique Robichaud-Savoie Human Resources Consultant Office of Human Resources Province of New Brunswick P.O. Box 6000 Fredericton, NB E3B 5H1 Phone: (506) 453-6088 Fax: (506) 453-4225 Janique.robichaud-savoie@gnb.ca</p>
<p>SECRETARY Darleen Merrithew, IPMA-CP Human Resources Coordinator York Manor Inc. 100 Sunset Drive Fredericton, NB E3A 1A3 Phone: (506) 444-3919 Fax: (506) 444-3544 dmerrithew@nb.aibn.com</p>	<p>TREASURER Karen MacAllister Recruitment Coordinator Department of Public Safety Province of New Brunswick P.O. Box 6000 Fredericton, NB E3B 5H1 Phone: (506) 453-3903 Fax: (506) 453-7481 Karen.macallister@gnb.ca</p>
<p>DIRECTOR – AT – LARGE Marguerite Levesque, IPMA-CP Province of New Brunswick 5th Floor Kings Tower P.O. Box 6000 Fredericton, NB E3B 5H1 Phone: (506) 444-5532 Fax: (506) 444-4582 marguerite.levesque@gnb.ca</p>	<p>DIRECTOR OF PUBLICITY</p>
<p>CHAPTER HISTORIAN Mel McMahon, IPMA-CP Tel: (506) 453-2789 melcom@nb.sympatico.ca</p>	