



# NEW BRUNSWICK CHAPTER NEWS & VIEWS

May 2006

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## IPMA-Canada/AIGP-Canada

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## IPMA-Canada NB Chapter - President's Message

I am extremely pleased to be your new President of IPMA-Canada NB Chapter. Your Executive has a new handbook which includes the results of the last year's strategic planning exercise. The objectives established in this plan support the National Executive's five priorities including: good governance, improving services to members, improving our website, increasing our visibility and increasing our membership. Actions and time frames have been established and activities are well underway for this year.

Your Executive is committed and we all look forward to an exciting year full of networking, learning and valuable information sharing. Plan to participate and network with other HR professionals over the year.

Heather Cossaboom  
President  
NB Chapter

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## IPMA-Canada - President's Message

It's a year of celebration for IPMA-Canada! And I am honored to represent the association and our membership this year as National President. The association is "Celebrating 100 Years" this year and all members should be proud of the accomplishments they have made in their personal and professional lives promoting excellence in human resource management. It's a year to celebrate successes and to acknowledge individuals, students, groups, teams, chapters, mentors, academics, organizations and corporations who have supported IPMA-Canada over the years. We graciously thank you all for your ongoing support and dedication.

As a non-profit association run by volunteers, recognition is a value we place in high regard. The IPMA-Canada Awards of Excellence are a wonderful way to recognize individuals and organizations demonstrating leadership in human resources. At the June 2005 Awards Banquet, the association recognized the following award recipients for their contribution to the human resource profession:

Saskatchewan Agriculture and Food (Gold Star Agency Award)  
Patricia Power, IPMA-CP, National Capital Region (National Honorary Life Member)

## Saskatchewan Chapter (Best Chapter)

As an international human resource association, we are pleased to announce that the Gold Star Agency Award recipient submission for Saskatchewan Agriculture and Food will be submitted to the United Nations Public Service Awards for 2006. There were two nominations from Canada selected out of 215 nominations globally in 2005 – warm congratulations to the recipients!

The 2006 Awards of Excellence will be presented at the National Training Conference in Halifax, Nova Scotia in May this year. Applications are available on the IPMA-Canada website and will be accepted up until the deadline of March 31, 2006. I encourage you to submit a nomination and celebrate the success of an individual or organization truly making a difference in human resources!

Karen Pettit  
National President  
IPMA-Canada  
Celebrating 100 Years  
1906-2006

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## Meet the Executive

### **PRESIDENT- Heather Cossaboom, IPMA - CP** **Director of Human Resources** **WHSCC**

Heather completed her Nursing undergraduate degree in 1975 and then completed two Masters Programs in Education and in Business, graduating with her MBA in 2001. She has over twenty-five years in Public Service. Previous positions include Director of Administration for the Community College in Saint John, Director and Assistant Director of the Saint John School of Nursing and Assistant Director, Saint John Regional Hospital. She has served on various provincial and local committees including the NB Nurses Association, NB Human Resources Association and the Saint John Board of Trade.

### **PRESIDENT ELECT-Vacant**

### **PAST PRESIDENT** **Peter Trask** **HR Manager** **Connect North America**

Peter is presently working at Connect North America as an HR Manager. Previously, he worked at the Atlantic Health Sciences Corporation as an HR Advisor. Other positions Peter held include HR Consultant with the Department of Family and Community Services and HR Advisor with the Department of Finance. He completed his BBA degree in 1997 and a BA degree in 1998.

## **MEMBERSHIP**

**Joanne Callahan**  
**Chief Learning Officer**  
**NB Power**

Joanne completed her Masters of Education -Curriculum & Instruction (specialized in Literacy Development) in 1995 at the Memorial University of Newfoundland. Has been working with NB Power for six years as a Chief Learning Officer. She previously worked in IT and Shared Services divisions. She also worked for 5 years in the e-learning industry as well as 5 years in public education system.

## **COMMUNICATIONS / NEWSLETTER**

**Sonia Grenier**  
**Human Resources Advisor**  
**Department of Finance**

Sonia's career with Government started with the Department of Justice where she worked for four years. She joined the Department of Finance in 1996 and has been working in Human Resources since 1999. Sonia was Compensation & Benefits Supervisor until August of 2004 and has been working as an HR Advisor ever since.

## **CERTIFICATION**

**Louise Cook**  
**IPMA-CP**  
**Human Resources Consultant**  
**Department of Transportation**

Louise joined the Provincial Government in 1975, and is being recognized by her department in December for 30 years of service with the provincial government. She has been an H. R. Consultant for the past 17 years with experience in a number of government departments. She is a certified member of IPMA, a Certified Compensation Professional with World at Work Society of Certified Professionals, and has a certificate from the Management Development Program from the College of Extended Learning, University of New Brunswick

## **SECRETARY**

**Darlene Merrithew, BBA**  
Human Resources Coordinator  
York Manor Inc.

Recent certified member (2002), Secretary for 2nd year with NB Chapter. She has 15 years experience in the Health Care Field doing various HR related functions. She was employed at River Valley Health and is now working at York Manor Nursing Home. She has also worked in Edmonton, Alberta at Union Tractor for 7 years.

## **TREASURER**

**Dawn Davies, IPMA-CP**  
**Human Resources Advisor**  
**Department of Justice**

Dawn Davies has been working with the Department of Justice since March of 1999, first as a Human Resource Advisor and currently as a Labour Relations Advisor.

Dawn has also been employed with the former Department of Advanced Education and Labour and the former Department of the Solicitor General. Prior to coming to Government in May of 1993, Dawn worked at the Employment Centre on Campus at the University of New Brunswick, in the private sector and with the federally sponsored WOW and Start programs. Dawn complete her part-time degree studies at the university of New Brunswick as a 1999 graduate in the Business Administration Faculty and subsequently gained a Certificate in Industrial Relations at Queen's University in June of 2002.

## **PROGRAMS & PROFESSIONAL DEVELOPMENT**

### **CO-DIRECTOR**

**Paula Trites**  
**Human Resources Advisor**  
**Department of Public Safety**

Paula is pleased to be serving a second term as Co-Director of Programs and Professional Development with the NB Chapter. Over the past 7 years, she has been enjoying every minute of her career as a Human Resources Consultant with the Department of Public Safety.

Over the next two years, she looks forward to working with our new team "*To promote excellence in the practice of human resource management*".

### **CO-DIRECTOR**

**Kim Jardine**  
**Chief Human Resources Officer**  
**NBEPCC**

Kim joined NB Power in 2003, and is currently serving as the Chief Human resource officer for the Generation company. She is a former business owner and member of the NB Legislative Assembly. She completed her bachelor of education degree from the University of NB in 1988.

### **DIRECTOR OF PUBLICITY**

**Julie Bourque**  
**Human Resources Advisor**  
**Department of Public Safety**

Julie has been working with the Department of Public Safety, Province of New Brunswick as an HR Advisor since May 2002. Julie completed a Bachelor in Commerce in 2002.

### **DIRECTOR-AT-LARGE**

**Marguerite Lévesque**  
**Director of Human Resources**  
**Department of Transportation**

Marguerite (or Margot) has been the DOT Director of Human Resources since she joined this Department in 1992. Over her 31-year career, she held a number of positions in the Department of Health and Community Services and the Department

of Social Services in areas such as: social work; research and policy; inter-provincial and federal relations; program management and human resources.

Marguerite is a graduate from the Université de Moncton and Dalhousie University where she obtained her Master's degree in Social Work.

## CHAPTER HISTORIAN

Mel McMahon, IPMA-CP



The human resource profession continues to be challenging. As HR professionals, we are being asked to step up and produce results, at increasingly more strategic levels and in new leadership roles as business partners and as change agents that have a direct impact on the success of our organizations.

International Personnel Management Association (IPMA)- Canada is a national human resource association with international connections to IPMA-HR in the United States and chapters worldwide. We are a non-profit organization, run by a dedicated team of volunteers. Our mission is to *promote excellence in the practice of human resources management*. IPMA- New Brunswick Chapter is anxious to discuss two exciting programs. These include:

- International HR certification program (IPMA-CP or “certified professional” and IPMA-CS or “certified specialist”) recognizes HR’s new roles using a competency-based approach.
  
- National Human Resource Management Certificate that recognizes successful completion of credit level human resource management courses from recognized and accredited public educational institutions across Canada.

A member of the Executive would be happy to discuss both programs with you. Contact information below.

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## Contact US

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**Kim Jardine** 506-458-4885  
**Joanne Callahan** 506-458-3881  
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## Events

Executive meetings – 4<sup>th</sup> Thursday every month – members welcome. Contact the Executive for time and place

**May 12, 2006**

**Courage to Come Back – with special Guest Ron Ellis**

**Fredericton Inn – 11:30**

**\$30 for members of IPMA & HRANB**

**\$40 for Non-Members**

**June 8, 2006**

**Annual General Meeting**

**Information to follow**

Anyone interested in an HR Competencies Workshop [in 2006](#), which leads to your designation, please contact Paula Trites indicating your interest.