

SASKATCHEWAN CHAPTER UPDATE

APRIL 2005



**International
Personnel Management
Association/Canada
Association
*Internationale de la Gestion
du Personnel/Canada***

**IPMA SASKATCHEWAN CHAPTER REPORT
MAY 2004 TO APRIL 2005**

*Highlights from the Saskatchewan Chapter
(May 2004- April 2005)*

The Saskatchewan Chapter has been busy throughout the 2004-05 year surveying members to better meet their needs, developing a chapter plan focused on member needs and national priorities, implementing the chapter plan developed in September, which includes a number of actions for program and service delivery, demonstrating value to members, and increasing membership. Here are some past highlights and further work which will complete our 2004-05 executive year:

- As of March 31, 2005 our current membership is 148
 - 121 individual members
 - 1 agency member
 - 21 certified members
 - 26 student members
 - 23 new members joined our chapter since October 2004, 11 individual and 12 student members
 - 10 new members joined during membership month

- With the National Conference taking place in Saskatchewan this year, we believe membership will continue to rise; currently new members coming to the chapter through conference registrations are not included in our membership numbers above. The opportunity/challenge facing the chapter will be to retain these new members by providing support that is viewed as “valuable” on an on-going basis.

- The 2004-05 IPMA Executive held strategic planning sessions for the 2004-05 year and developed an updated workplan for the 2004-05 year. The planning process was helpful in:
 - orientating new executive members;
 - determining Chapter priorities and aligning Saskatchewan’s plan with National’s areas of focus;
 - building a high performing team.

- Attached is this workplan outlining the tremendous amount of work the chapter executive planned for and accomplished during the past year.

- Many of our executive members are involved in the planning for the 2005 National Training Conference which continues to be a priority for the executive in its last month of coordination and taking up much of Executive Members time. The program, promotional and registration packages, and marketing are now completed and we are now focusing our efforts on registering participants and logistics .

- An Executive Team Charter session took place in October 2005 . This session focused on:
 - Developing standards and expectations about what it means to be an executive member for the Sask Chapter of IPMA

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- Coming to agreement as an executive about how best to get work done, who does it and how we build commitment to the executive team
- Determining what is working well, what is not and ideas for improvement
- Establishing what executive members need to feel valued as an IPMA executive member; and
- Establish the times, locations and frequency of executive meetings for the year.

Key results from executive members at this session included:

What is the purpose of the Executive of IPMA Saskatchewan Chapter?

- Provide leadership to chapter members
- Manage our respective portfolios
- Provide services to the larger IPMA organization and to members
- Respond to the needs of members, grow the organization to a future state, provide vision
- Formal accountability to membership and to other Executive members
- Meet the needs of members so that they see value in being a member
- Influence provincial Human Resource Management – growing HR, pushing the boundaries - nationally, individually, organizationally and of our membership

What do you need to have happen in order to feel that sitting on the Executive is a valuable experience?

Gain or Receive

- For executive members to feel what they are doing, their contribution is valued
- Networking/contacts
- Learning/developing skills – i.e. leadership skills, HR skills

Contribute

- New ideas/fresh perspectives/sharing of information and ideas
- Participation – willingness to work together to achieve goals
- My time

Temperature Check

- Determined a number of things we should as an executive stop, start, continue to do and continue to do and improve upon

- We continue to maintain a sound financial balance. We have plans to discuss what being a “non-profit” means and developing standards for minimum balances, determining what we spend on an annual basis, while investing in value-added endeavors for our members.
- We have collated responses from a membership survey sent out in July of 2004. Overall results indicate:
 - 100% of respondents are satisfied with their membership in IPMA.

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- 100% of respondents joined for networking purposes, 89% for professional development purposes, and 21% for certification purposes, and 21% for HR certification;
 - 71% heard about IPMA through a colleague;
 - The preferred benefits of membership are: 1- Professional Development, 2- Programs, 3 – Networking, 4 – Certification
 - Ideas for improvement to IPMA:
 - More posting of job opportunities within the province;
 - Consider partnerships/amalgamation with HRMA & STDA;
 - More extensive recruitment of non-Hr folks into membership; and
 - Broaden the opportunities for networking.
 - Results for specific areas i.e. programs, professional development, certification, etc. are outlined on the 2004-05 workplan. Results were used by all executive members in their respective portfolios for to better meet member needs and for portfolio improvements.
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- Our first program event of the year *Navigating the Privacy Jungle* was a huge success. 75 persons attended (55 of those being non-members), to hear Gary Dickson the Information & Privacy Commissioner for Saskatchewan speak to how current legislation affects HR practices. The next session *Recognition of Prior Learning* took place on December 7th, with 55 persons attending. A third session, *Why Do You Wanna?* took place on February 16th. This session was coordinated in partnership with STDA and HRMA, Rick McCormick explored the notion of personal courage as related to organizational culture. A total of 116 people attended, 40 through IPMA-Canada, Saskatchewan Chapter. Programming is being well received by individuals in the public sector, private sector and the health sector. Our final program event is being planned for June 2005 in conjunction with the Chapter's AGM.
 - 24 participants attended our *Facilitation Skills – GROUPS, Techniques That Work* workshop held February 23rd and 24th. This workshop was designed and delivered by a current IPMA member from Saskatchewan which was been helpful in keeping costs down and is useful in sharing expertise among our members. Evaluation results for the workshop were very positive. The workshop realized a profit of over \$2000.00 and resulted in 3 new members. A fall workshop on Certification Training for members is booked for September 13, 14, 20, 21 & 22, 2005 in Regina to be delivered by Holly Hobbs.
 - We developed an advertisement for marketing purposes which can be used in various print media. A copy of the advertisement was distributed by hard copy and PDF to national executive members. The ad was used in the special addition of the Leader-Post in Regina, which focused on Professional Associations. A copy of the ad is attached.
 - We have been successful in having the IPMA Certification recognized in two recruiting efforts, one by the Regina Qu'Appelle Health District and one by the Department of Highways. We hope to continue this effort in the coming year; a

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meeting has been booked to meet with the Chair of the Public Service Commission on May 31st. Glenn Saunders, Dale McGory and Michele BirnsHahn will attend.

- An Executive Orientation session was held on April 15th with 11 current executive members and two chapter members attending. The purpose of the session was to provide members with orientation information on:
 - IPMA-Canada National Executive role and responsibilities
 - The linkage between the work at the National level and the Chapter level
 - Saskatchewan Chapter expectations, executive roles and responsibilities, purpose and work
 - Certification and the certification process.Ray Deck, Michele BirnsHahn, Karen Jellicoe and Dale McGory presented. The event was coordinated by Sherry Bohay, Director at Large for the Saskatchewan Chapter. The session was well received, and the chapter plans on delivering the session on an annual basis to meet new executive member's orientation needs and to meet potential executive member's information requirements for decision-making purposes.

- Certification posters, brochures and letters were sent out to provincial employers highlighting the value of the IPMA International Certification. The letter (attached) highlighted the certification:
 - as allowing HR professionals to demonstrate their capacity for value-added strategic human resource support; and
 - providing organizations with HR professionals who have reached the bar, holding an international competency-based designation which is recognized internationally.

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