



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

SASKATCHEWAN CHAPTER FINAL REPORT

APRIL 2006

**IPMA-CANADA SASKATCHEWAN CHAPTER REPORT
MAY 2005 TO APRIL 2006**

*Highlights from the Saskatchewan Chapter
(May 2005- April 2006)*

The Saskatchewan Chapter has been busy throughout the 2005-06 year by planning, coordinating and hosting programming and professional development events to better meet members 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 marketing, program and service delivery, demonstrating value to members, and increasing membership. Here are some past highlights and further work which will complete our 2005-06 executive year:

- As of March 30, 2006 our current membership is 195
 - 155 individual members
 - 1 agency member
 - 22 certified members
 - 17 student members
 - 35 new members joined our chapter since April 2005
 - 3 members were certified in October 2005
 - 1 new members joined during membership month

- Hosted the IPMA-Canada National Conference in Saskatchewan in May 2005. Profit for our chapter was \$12,306.83 and we received 34 new members through conference registrations. 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.

- Many of our executive members were involved in the planning and working at the 2005 IPMA-Canada National Training Conference. A recognition luncheon was hosted by the conference chairs in June 2005 to recognize and thank those who volunteered their time and energy to make the 2005 IPMA-Canada National Training Conference a success.

- An Executive Orientation session was held in conjunction with the strategic planning session (see next point) in September 2005 with current and new executive members attending. The purpose of the orientation session was to provide members with 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 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.

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- Following the above orientation session, the 2005-06 IPMA-Canada Saskatchewan Chapter Executive held a strategic planning session and developed an updated workplan for the 2005-06 year. The planning process was helpful in:
 - orientating new executive members to the work plan;
 - 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, accomplished and is ongoing for the remainder of the year.
- Monthly IPMA-Canada Saskatchewan Chapter Executive meetings were scheduled and all have been well attended by executive members. Karen Aulie, President Elect for IPMA-Canada National Executive attended the Chapter meeting in February 2006 and presented an overview of National's revenue and expenditure budget.
- Our first professional development event was "***Developing Competencies for HR Success***" facilitated by Holly Hobbs and offered September 13/14, September 20/21, Optional exam on September 22. This workshop covered competencies and the criteria required in order for a human resource professional to be certified for a IPMA-CP or IPMA-CS designation. We had 5 participants and 4 participants wrote and passed the exam.
- Our second professional development event was the Visions Leadership Conference which we partnered with Saskatchewan Association of Human Resources Professionals (SAHRP) and The Canadian National Institute for the Blind (CNIB). The topic was "***Winning Practices of the Best Employers in Canada***" held on October 04 and 05th, 2005. This conference was attended by 65 participants who heard how the best employers become the best and showcased three Saskatchewan organizations who have implemented innovative human resource practices in attracting, retaining and motivating a skilled resource base. CNIB made \$9378.19 and SAHRP and IPMA each made \$339.40.
- On May 2nd, our chapter is hosting a combined professional development day, luncheon and IPMA-Canada 100th Anniversary Celebration. The topic is "***Employee Engagement: Mission Possible***" presented by Dr. Louise Hartley, PhD. Special Luncheon Speaker will be Rita Sumka from Government of Alberta on "Work/Life Balance in the Workplace"
- Our IPMA Chapter has also met with SAHRP (Saskatchewan Association of Human Resource Professionals) to explore the possibilities around the two associations collaborating on a province-wide, joint professional development event for spring 2007.
- Our first program event of the year "***Building a Winning Leadership Team***" Presented by – John Lee, Chief Operating Officer, Regina 2005 Canada Games was held on September 28, 2005 with 28 people attending. This was a timely luncheon even as the Canada Summer Games were held in Regina on August 6 – 20, 2005. John Lee, Chief Operating Officer, was charged with the responsibility to recruit a staff leadership team of 90 employees and more than 6,000 volunteers to plan, develop, organize and implement a major national multi-function, multi-location sporting event.

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Regina is gaining a reputation for having the ability to successfully host major events. This speaker talked about how Regina does it and gave participants an opportunity to learn how the Games identified their leadership needs for the Canada Games, their recruitment approaches and successes. John also spoke on the approaches he took to build a winning team and reflected on opportunities for improvement.

- Our second lunch and learn was on the topic of "***Impact of Technology on Recruitment Practices***" presented by Marlys Tafelmeyer, Executive Director, Human Resource Branch – Department of Learning. 35 people attended. This presentation covered research by Marlys over the period 1999 to 2004 to measure initiatives and investments in this area and how it impacted both IT positions and non-IT positions. Information technology has impacted our work in numerous ways and there is plenty of research to demonstrate.
- The third lunch and learn was on the topic of "***Workplace Bullying & Harassing Behaviours***" presented by Judy Anderson, BSW, MSW, RSW from Anderson Consulting. 45 people attended. Her presentation covered impact of harassing behaviors on the workplace as well as the different types of bullying and harassing behaviours. In this event our chapter held a membership challenge, where a member was asked to bring a guest; names were entered into a draw for a framed print. In addition if a guest purchased a membership with IPMA-Canada the sponsoring member's name was entered into a draw for a free registration to the next IPMA-Canada National Training Conference. One new member was recruited from this event.
- Both our Programming Director and Professional Development Directors have been working together to attract better quality speakers. Our chapter saw an increase in attendance at the last event. Our final program event is being planned for June 2006 in conjunction with the Chapter's AGM.
- Our Certified members increased by 3 in 2005-06 resulting in the Saskatchewan Chapter membership being composed of approximately 11% certified members, 80% non-certified members, and 9% students.
- Two certification plaques were presented at the December and one at the February Lunch and Learn Events to three (3) IPMA-Canada Saskatchewan Chapter members who were certified this program year to recognize individuals accomplishments and raise awareness of the IPMA-CP and CS certification.
- We have been successful in having the IPMA-CP and IPMA-CS Certification recognized in recruiting efforts with the Public Service Commission in a number of advertisements.
- Two IPMA-Canada Saskatchewan Chapter newsletters were distributed this year and one more is planned before June of this year. Chapter information and informative topics were included such as articles from Carollyne Conlinn on "Not Afraid of the Dark...Executive Coaching in Troubled Times" and Patricia Katz's article on "10 Point Productivity & Perspective Tune Up" and as well as book reviews.

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- Our Chapter has commissioned a designer to design a three panel display, two of three panels are approved and the designer is currently finalizing the third. Once finalized, I will be presenting the designs at the National Executive Meetings. Once the design is finalized our Marketing Director will contact suppliers for price quotes for the display as well as a bulk purchase price in case other Chapters wish to purchase a display. A copy of the draft panel designs is attached.

- Our Chapter continues to use the advertisement developed during the 2004-2005 year, this advertisement is being used in various print media for marketing purposes. A copy of the ad is attached.

- Currently our chapter is in good financial state. As of March 31, 2006, our chapter has \$15,026.57 on deposit in our chequing account and a \$10,277.28 term deposit for a total of \$25,303.85. Outstanding account payables not included in the above total are \$3,077.23 to IPMA-Canada as per profit sharing for the Organizational Design Course held in 2003.

- The Saskatchewan Chapter bylaws have been updated and reviewed and approved by the National's Executive Director. Our chapter will be providing the updated bylaws to our membership for a 30 day review before approval is sought at our AGM in June 2006.

- Provided National with names of senior human resource contacts who have no IPMA-Canada memberships or have few memberships. National forwarded copies of the February 24, 2006 HR Reporter, highlighting the IPMA-Canada Certification ad in the edition along with a covering letter from Karen Petit, National President

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SASKATCHEWAN CHAPTER EXECUTIVE: UPDATED: MARCH 21, 2006

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