



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

SASKATCHEWAN CHAPTER REPORT

JUNE 2007

**IPMA-CANADA SASKATCHEWAN CHAPTER REPORT
SEPTEMBER 2006 TO JUNE 2007**

*Highlights from the Saskatchewan Chapter
(September 2006-June 2007)*

A strategic planning session was held with current and new IPMA-Canada Saskatchewan Chapter executive in September 2006. The event was well attended and great ideas were generated. The strategic planning session and orientation provided information to new executive, and formed the framework for the Chapter's 2006-07 work plan. Other benefits from this session were the opportunity to network with one another and provided an opportunity to build our team. From this meeting a Chapter work plan was developed outlining the initiatives and targets our Chapter would be working on this year.

The labour dispute and other public sector human resource initiatives have adversely impacted the Saskatchewan Chapter plan resulting in initiatives not started or getting off to a slow start. A number of volunteers on the executive along with a large number of members have been very busy. As a result a number of meetings, program events as well as a number of other initiatives were cancelled or are on hold to the fall of 2007.

Monthly IPMA-Canada Saskatchewan Chapter Executive meetings have been scheduled over the year, however due to the number of competing priorities attendance has been low and we have had to cancel a couple. Our Annual General Meeting is scheduled for June 21, 2007.

A review of the National HR Planning Workshop in relation to the HR Planning Workshop developed by the Saskatchewan Chapter was completed.

Saskatchewan Chapter Membership:

- As of June 1, 2007 our current membership is 166
(decrease of 30 since April of 2006)
 - 126 individual members
 - 1 agency member
 - 22 certified members (8 outstanding with April 2006 Renewal Date)
 - 17 student members

Overall our membership base in Saskatchewan is good, although our numbers are down from last year, our Chapter Executive is confident we will be able to retain or slightly increase our membership over the next year.

Marketing and Advertising:

IPMA-Canada – 3 panel display coordinated through our Chapter is complete! Yeh!! Three (3) sets have been ordered and delivered one to Saskatchewan, National and Nova Scotia and an additional set is on order the Alberta & North Chapter and we have provided a copy of the design to Newfoundland & Labrador Chapter as they indicated an organization was willing to sponsor the display for them. The total cost was \$589.00 per panel = 3 X \$589.00 = \$1767.00 - 5% discount (\$88.35) for prepayment bringing the total to \$1678.65 + GST of \$100.72 = \$1779.37.

Programs:

Three Program events were held this year in Saskatchewan, they were as follows:

1. People & Productivity - The Challenge for Saskatchewan Human Resources

Speaker, Paul Martin, Paul Martin Communications

Held on Wednesday, October 4, 2006

Paul Martin's presentation is very applicable to the challenges we all face and will continue to be challenged by – attracting workers to our organizations. Where will they come from and how do we create the entrepreneurial spirit Mr. Martin feels is paramount to our ability to keep young people working productively in our province. Paul Martin spoke of the Saskatchewan advantage if we are able to engage our Aboriginal people as the next workforce. Given the demographics of our province, engaging this group of people in the workforce is paramount to our successful future.

2. The True Value of Diversity - Creating *Ethical SPACE* in Your Workplace

Speaker, Willie Ermine, Faculty Researcher and Ethicist,

First Nations University of Canada, Prince Albert, Saskatchewan

Held on Wednesday, April 18, 2007

Willie Ermine spoke from his perspective as an Aboriginal, a researcher and an ethicist. Willie suggests we each have an ethical responsibility to create the space in our interactions, in our relationships, in our organizations for individuals of different cultures, backgrounds and beliefs. Willie asserts this begins in human to human conversations of possibility. We will not find it in policies, rules and regulations. Particularly, in human resource roles, Willie challenges us to create organizations where all individuals can see their contribution. He suggests the Western and indigenous cultures need to deconstruct our entanglements, construct our necessary differences and affirm the space between us. This is the ethical approach and it is much more than a handshake or a treaty.

3. Appreciative Inquiry : Sharing Stories of Strength and Resilience to Create Successful 21st Century Change

Speaker, Jane Magruder Watkins, lead author with Bernard Mohr of Appreciative Inquiry Change at the Speed of Imagination

Will be held on Monday, June 4, 2007

Jane Magruder Watkins will bring to us a methodology to begin to speak to each other in the language of possibilities. The Appreciative Inquiry process will give us a method by which to honour each other's past experiences and begin to build something new and exciting together. In my view, it is a process for becoming ethical space workers. Appreciative Inquiry has been applied since the early 1980's as an action research methodology and increasingly over time as a change process. Jane's work with the story telling Appreciative Inquiry approach includes consultations in 52 countries, 5 continents. Jane was the chair of NTL, National Training Lab, the birthplace of organizational development in the U.S. This session will be a perfect culmination to the ideas presented by Paul Martin and Willie Ermine.

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Our Program Director and Treasurer will be analyzing the cost of offering program events to determine net/loss amounts realized and finalize a spreadsheet budget for planning future events. Currently our Chapter's goal was to run program events on a cost recovery basis; however we are finding that our goal is not being met and the events are operating at a loss. Approximately 25 – 30 members/non-members have attended the luncheon events.

Treasurer Report

The operational account balance is \$2,079.21, plus \$10,487.96 term deposit. Overall the trend is that we are depleting our organization's reserves. Next year the Chapter needs to ensure that program and professional development are sufficiently priced to cover costs with a small margin to cover other operational expenses.

Student Portfolio/Youth Strategy

Our Chapter once again awarded \$200 and a free IPMA-Canada membership to a student from both the University of Regina and SIAST Palliser Campus who obtains the highest mark in a human resources course.

Communications

The Communication's Director explored methods of communication to improve visibility and networking opportunities. To date the Director has a contact at 6 radio stations, 12 newspapers and 3 television stations, which are able to provide free advertising for IPMA-Canada events. Work is ongoing to create a more professional newsletter by trying to implement the background from the IPMA-Canada Saskatchewan chapter backgrounds. In addition, the Communication's Director has created a relationship with 3 private consultants to provide articles for any newsletters and creating a cross reference with the National newsletter for article from our newsletter.

Director at Large Report

The Director at Large works and lives in Prince Albert which is approximately 400 kilometers from Regina where events and meetings are typically held. In order to connect with the human resources community in Prince Albert, the Director at Large hosted a meeting in April for the human resource community to get together. In this meeting attendees shared information, learned about IPMA-Canada and the IPMA-Canada National Conference. Members and non-members attended from the City of PA, the Prince Albert Police Service, SIAST and Community Resources; although no one was in attendance from Sask. Environment or the Health Region they are interested. Another meeting is scheduled for June 7, 2007.

Chapter Executive

Our Chapter currently has a full slate of executive members recruited from our membership with representatives from a number of different departments across the Saskatchewan Public Service as well as the Health Region and Saskatchewan Corporations. Elections for positions that are vacant or for those Directors whose terms are up will be held at the June 21 Annual General Meeting.

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SASKATCHEWAN CHAPTER EXECUTIVE: UPDATED: JUNE 2007

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