



## What's Inside...

- The 2012 IPMA-Canada National Training Conference is coming to Regina!
- Want to become IPMA-Certified? Here's how!
- Want to join in the conversation? Take a look at what positions are available on the SK Chapter Executive and find out who has recently joined us!

## Season's Greetings!!

After hearing that Jody Urquhart would be a keynote speaker at the 2012 IPMA-Canada National Training Conference, I thought I would sign up to get her blog and article updates. I have not been disappointed! Just the other day I received an article from her titled "How to Annoy People over the Holidays?" The first thing that went through my head was "What?!?"...I had to check out the rest of the article. What Jody is really talking about is how to use the holiday season to improve your leadership skills. She gives you some great ideas for the holiday office party, some inspiring

insights and ideas to help boost morale in the office. Along with the best recipe ever for Christmas Cake, Jody shares some ideas on what not to do over Christmas!! I'm getting more and more excited to hear her speak!! If you would like to check out any of her articles, Jody's website is: [www.idoinspire.com](http://www.idoinspire.com).

In this edition of the Saskatchewan Chapter newsletter, we have some great information on becoming IPMA-CP or IPMA-CS certified, information to tempt you to join the Saskatchewan Chapter Executive and we also have profiles of the

recent additions to the Chapter Executive.

With the Christmas season coming up really, really fast (and I say that because I still have presents to buy), I would like to take this opportunity to wish you and yours a happy, safe holiday season!! As always, if you have any questions, comments, or ideas, feel free to contact any member of the Chapter Executive!

Alison Biese

IPMA-Can Saskatchewan  
Chapter President

## 2012 IPMA-Canada National Training Conference...You'll be in Excellent Company!

Plans are in the works for the 2012 IPMA-Canada National Training Conference next year in Regina! The Training Conference will be held from May 27-30 at the Delta Hotel in Regina. The

conference is expected to attract over 200 delegates from all across Canada. The theme for 2012 is "Essentials for Organizational Success: People-Productivity-Performance."

More details on the 2012 IPMA-Canada National Training Conference can be found on the Chapter website at: [www.saskatchewanipma.com](http://www.saskatchewanipma.com), or turn to page 6!

# IPMA-Canada International Certification Program

By Holly Hobbs, IPMA-CP

## What Is It?

It is an International Human Resource Designation consisting of two possible designations. They are the IPMA - Certified Professional (IPMA-CP) and the IPMA - Certified Specialist (IPMA-CS). These certifications are Prior Learning Assessment Recognition (PLAR) and competency based. While post-secondary education is taken into consideration, no university degree is required.

The IPMA-CP designation recognizes individuals for their broad knowledge, experience, and expertise in several human resource technical areas.

The IPMA-CS designation recognizes those with a mastery of specialized skills in one human resource technical area.

## Why Do You Need It?

- It gives you official recognition of excellence from a National Human Management Association and your peers;
- It demonstrates your professionalism;
- It provides proof to Employers and your clients of your HR competency as a Business Partner, Change Agent, and Leader in addition to that of an HR Expert;
- It proves that you continue to acquire HR knowledge and skills through recertification every three years; and
- It provides national and international portability of your certification designation.

## What Are The Benefits Of Achieving A Professional Designation?

- You achieve professional recognition and credibility essential to advance your career;
- You become part of a network of and gain increased access to highly skilled human resource professionals with the ability to share best practices;
- Your market value is increased;
- It gives value to your work experiences;
- You become recognized as an industry leader and / or expert in the field by your peers, employers, and other professionals;
- It assures employers that you have met the professional qualifications required to appropriately deliver human resource management services and advice;
- It assures employers and other professionals of your level of knowledge and expertise and gives them confidence in your ability to deliver competent, professional service in human resources; and
- It assures employers of your ability to work as a strategic business partner, change agent, and leader on a level playing field with other senior managers.

...Certification Continued next page.

"The IPMA-CS designation recognizes those with a mastery of specialized skills in one human resource technical area."

## Join the Conversation...

Ever wonder how events hosted by the IPMA-Saskatchewan Chapter are chosen...Ever wonder what goes on at the IPMA-Canada national level...Ever wonder how you can have a voice in your HR Association...The answer is simple! Join your local IPMA Chapter Executive!!

The Saskatchewan Chapter of IPMA-Canada is one of the best chapters in Canada!! We have won Chapter of the year for the last two years. Since 2000, Saskatchewan has held on to the "Best Chapter" title 6 times...and we're working on lucky number seven.

The Saskatchewan chapter is currently working in a co-leadership model. That means not only do we do fabulous work, we have more people involved to be able to share the work with! It's great knowing that there's always someone that has got your back!

Here are just some of the benefits of joining our executive team!

1. You get to work with an awesome team of people with great ideas!

2. You can build your professional network by having access to ALL Chapter members at professional development events!

3. You can develop new skills or utilize other talents you have that you may not use on a day-to-day basis.

There are different opportunities available for whatever your interests may be. From working with students, communicating with Chapter members to setting future direction, the IPMA Saskatchewan Chapter has something for everyone!!

There are tons of benefits to joining your IPMA-Canada Saskatchewan Chapter Executive!"

## ...Certification Continued

### Why Is Having A Professional Designation That Provides Official Recognition Of Excellence Important?

Human Resource professionals are in a position to affect all employees in an organization and they have the ability to see the organization from every angle. That is why organizations are turning to Human Resources to be business partners, change agents, and strategic leaders, in addition to being the HR expert, in support of their organizations. In order for this to occur, Human Resource professionals need to have credibility which will earn them respect and confidence from the CEO and senior management through to the front line staff.

Your credibility is elevated to a higher and more advanced level when you achieve a professional designation.

The IPMA - Canada International Certification Program will give you all of this.

### Retrieved from:

IPMA - Canada Website at <http://www.ipma-aigp.ca/certification/index.htm>; and

An Interview with Todd den Engelsen by Allison Hill of Queen's University IRC titled "A Western Canadian Perspective on the HR Profession in Canada" at <http://irc.queensu.ca/gallery/1/ds-todd-den-engelson-interview.pdf>.

As we already have members express interest in certification we have scheduled March 31, 2012 at Regina for individuals to write the certification exam. This is one part of the certification process.

If you have any questions or would like to hear more about IPMA - Canada's International Certification Program, please contact Holly Hobbs, at [hhobbs@srsd119.ca](mailto:hhobbs@srsd119.ca).

## Look Who's New

### **Bob Smith, Director at Large**

I take pride in serving as Weyburn's City Manager. I work closely with the citizens, elected officials, and staff to implement a long range plan to improve services and the quality of life for all who reside and work in our great city.

As City Manager, I believe in and continue to strive for:

- excellence in customer service
- continuous improvement of programs
- creating an environment of adaptability and continuous learning including staff development and training

Staff development and training (including myself) is one of the reasons I took the initiative to join IPMA. I also wanted to gain knowledge in the HR Industry as well as have the opportunity to network with colleagues in the ever challenging and ever changing world of human resources.

In 2007 I was the recipient of the Premier's Award of Excellence in Public Service for my work in municipal government, an award I am very proud of.

My wife Leslie (Realtor) and I have two beautiful daughters Nichole and Desiree and I enjoy the time I can spend with them, getting away to the lake, golfing, and of course socializing with friends!

### **Colleen Ackerman, Director of Certification**

I graduated from SIAST Palliser with a Human Resources Management Diploma in 2000. Shortly after graduation, I joined IPMA and participated in its mentoring program. After completing the mentoring program, I joined the IPMA Executive Team, the first term as the Student Liaison, and the second term as the Executive at Large. After a brief absence, I rejoined IPMA in 2009 when I began working for FCI Accelerated Solutions (FCIAS) as a Human Resources Generalist.

FCIAS is an IT consulting firm. My role consists of a variety of responsibilities which includes: recruitment, policy development, payroll, benefits, compensation, training etc. In 2010 I completed my PCP certification. I truly love my role and my organization.

Outside of Human Resources, my passions are family and curling. My husband and I are competitive curlers. I love the sport and its community. It's amazing how the skills learnt through team sport apply to everyday work and life.

I am very excited to rejoin the IPMA executive team this fall, as the Director of Certification.

I've always wanted to get more involved in HR associations and this opportunity came up at the perfect time!

Rikki C

The Facebook logo, consisting of the word "facebook" in white lowercase letters on a blue rectangular background.

On Facebook...the Saskatchewan IPMA-Can Chapter is too!!

Search for IPMA Saskatchewan Chapter!!

## Look Who's New

### Rikki Chibi, Director of Membership

I received my Bachelor of Business Administration in the spring of 2006 and started at SaskPower as a Gradworks intern in November of 2006 in Recruitment. In August of 2007 I became permanent in our Compensations & Benefits department, and moved back over to Recruitment in January of 2008. I am the lead of the Youth Network at SaskPower

I've always wanted to get more involved in HR associations and this opportunity came up at the perfect time. I also think that joining the IPMA is a good opportunity to network with others in HR.

## Updated Executive List

### **President:**

Alison Biese  
(306) 787-9161  
Alison.biese@gov.sk.ca

### **Professional Development & Programs:**

Jackie Hubick  
(306) 766-0780  
Jackie.hubick@rqhealth.ca

### **Certification:**

Holly Hobbs, IPMA-CP  
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### **Membership:**

Peggy Atkinson  
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### **Director at Large:**

Bob Smith  
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rsmith@weyburn.ca

### **Partnerships & Student Liaison**

Vacant

### **Past President:**

James Englot  
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### **Professional Development & Programs:**

Anda Dima  
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### **Certification:**

Colleen Ackerman  
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### **Membership:**

Rikki Chibi  
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### **Director at Large:**

Ronald Ajavon  
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### **Partnerships & Student Liaison**

Vacant

### **President Elect:**

Vacant

### **Marketing & Communications:**

Liz Mattreck  
(306) 787-3646  
Liz.mattreck@gov.sk.ca

### **Secretary:**

Tracy Hastings  
(306) 244-7355  
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### **Treasurer:**

Vacant

### **Director at Large:**

David Gwilliam  
(306) 566-2584  
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### **Marketing & Communications:**

Vacant

Need something to do at lunch? The Saskatchewan Chapter also has a website!

[www.saskatchewanipma.com](http://www.saskatchewanipma.com). Check us out!

# You'll be in Excellent Company!!

## 2012 IPMA Canada National Training Conference

### Essentials for Organizational Success People | Productivity | Performance

Jim Clemmer, Graham Lowe, Brent Pederson from Hay Group, and Jody Urquhart will all be sharing their combined wisdom and knowledge at the IPMA-Canada 2012 National Conference.

With a focus on building a high performance organization with strong influential leadership, a positive culture and clear sustainable goals, our speakers will teach you how to strengthen the links between your people and performance in humanly sustainable ways.

May 27—30, 2012  
Delta Regina Hotel  
1919 Saskatchewan Drive  
Regina,  
Saskatchewan

For more information go to our website [www.saskatchewanipma.com](http://www.saskatchewanipma.com)

The IPMA –Canada Saskatchewan Chapter  
is proud to host the IPMA 2012  
National Conference

Saskatchewan  
IPMA - CANADA  
locally run; globally connected

ipma  
CANADA

For nearly 30 years **Jim Clemmer's** practical leadership approaches have been inspiring action and achieving results around the world. His keynote presentations and workshops/retreats, six best-selling books, columns, and newsletters have helped hundreds of thousands of people become better leaders in the home and at the office.

10,080. That's the number of days we put in at work over a typical 40 year career. Not surprisingly then, how we feel about our jobs spills over into just about every other facet of our lives. Which leads us to the all important question: just what is it that we really want from our employment? **Dr. Graham Lowe** is a leading international expert on work and will share his wisdom on creating higher quality and more productive workplaces.

Leadership, relationship building, and results-orientation - these are the key strengths of **Brent Pederson**, a senior Hay Group consultant, specializing in organizational effectiveness, strategic talent management and leadership development. Brent helps organizations work by selecting, developing, and retaining the right leadership talent to improve performance at the individual, team and organizational levels.

All work and no say— is that how it feels where you work? If so, **Jody Urquhart** is the motivational speaker for you. Jody is passionate about spreading the message of making work purposeful and fun. She is the author of the book *All Work & No SAY* and writes a syndicated column called the Joy of Work, which is published in over 40 magazines and trade journals. Her mission is to help motivate employees to derive more meaning and satisfaction from their work.

For more information on the 2012 IPMA-Can National Training Conference, please visit: [www.saskatchewanipma.com](http://www.saskatchewanipma.com)