

Season Greetings and a Happy New Year!

With the start of a new year, it is important to take time to reflect on the past achievements and prepare for our future endeavours!

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### President's Message

It's all about people! We have an amazing group of volunteers working hard behind the scenes of IPMA-Canada at the national and chapter levels across Canada. During the IPMA-Canada Chapter Executive Orientation and Planning Session in September and the National Executive Council meetings in October, the sharing of information and professional development experiences were phenomenal. Our chapter is placing an increased emphasis on service to members and visibility in the community as we lead up to celebrations for the centennial year of the association. Information was shared with our counterparts in the United States on our new IPMA-Canada HR Certificate Program which provides recognition for learning from academic institutions across Canada. It goes to show you that synergy truly builds when people with great inspiration work together!

The HR profession over the last decade or so has transformed itself from a transactional service (mainly administrative) into a value added, strategic service at the executive table in many organizations. The ability of HR professionals to provide leadership, understand the business, share their knowledge of HR practices and be a change agent within their organization continues to thrive. IPMA-Canada has continued to meet these changes and introduced an "International" Human Resource Certification program in 2002. Certification is an important part of recognizing excellence in the human resource field. The IPMA-Canada certification program is a competency-based system which takes into consideration education, experience and skill level of the HR professional. There is an examination requirement to ensure high standards are met before granting the designation. As well, certified members have demonstrated their continued commitment to the HR profession and are required to re-certify every three years.

There are now have over 350 IPMA-CP (Certified Professional) and IPMA-CS (Certified Specialist) members across Canada and that number is growing. Next year will be a year of "re-certification" for many of our members, so it is important to keep a central repository with all of your professional development, association volunteer involvement, work experience, research and leadership information for easy reference. The certification application and re-certification application forms are available on our website at [www.ipma-aigp.ca](http://www.ipma-aigp.ca) Debbie Beaton, our Chapter Certification Director can provide assistance if you have any questions.

As a member of IPMA-Canada, I challenge you to forward information about the association, our professional development events, world class conferences and certification programs to your colleagues, supervisors, directors and CEO's to show them the value of membership in our human resource association. We have a real opportunity to build partnerships at all levels in the public and private sectors and be "a leader in human resource excellence" – with people like you.

And speaking of people - we need you! There are opportunities to become involved on our Chapter Executive. There are also positions available on our national executive so we can all work together to continue to build the association. You will experience the benefits of learning from others and developing your leadership skills, not to mention, working with a great group of people! If you are interested, feel free to contact me or any member of our chapter executive.

Diane Gurski, IPMA-CP  
IPMA-Canada Saskatchewan Chapter President  
Celebrating 100 Years  
1906-2006

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## IPMA-Canada National President's Message

It's a year of celebration for IPMA-Canada! And I am honoured to represent the association and our membership this year as National President. The association will be "Celebrating 100 Years" in 2006 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 Award)

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 this year – warm congratulations to the recipients!

The 2006 Awards of Excellence will be presented at the National Training Conference in Halifax, Nova Scotia in May next 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

Your 2005/2006 IPMA-Canada Saskatchewan Chapter Executive

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### Some of the successes of 2004/2005!

2004-05 was a very busy year for the Saskatchewan Chapter, continuing Chapter work on regular activities and also hosting the National Conference – which was a huge success!!

Saskatchewan was recognized as chapter of the year for a second year in a row. Our chapter continues to be one of the strongest nationally thanks to a strong executive and committed members. The 5 person committee who made this decision cited the following reasons for Saskatchewan being chosen:

- Our Executive Orientation session that helped current and future executive members better understand the role of the chapter, the role of national and IPMA-Canada's certification program.
- Our quality program events, which had record attendance when compared nationally and of leading edge HR content.
- Our ability to have the IPMA-Canada certification profiled in two job advertisements within Saskatchewan.
- Our marketing tools that have been shared with national and other chapters for use in advertising opportunities across Canada.
- Our proactive approach to informing employers about the IPMA-Canada certification through an employer mail out.

- Our continued work to meet member needs through identifying areas for improvement and strengths of the chapter, as identified through a membership survey.
- Our ability to form and maintain positive partnerships with HRMA and STDA to collectively serve the needs of our respective members and contribute to the community.
- Our conscious effort to design and implement a plan for the chapter based on the 5 areas of focus defined at the national level. National needs the chapters to make their vision a reality; they thanked us for our efforts to do so.
- Our ability to maintain a strong membership with the most new members recruited during membership month.
- Our move to include student members within executive meetings, our increase in student members within our membership, and our focus on better meeting their needs.
- Our work at building a stronger executive, at meeting executive needs and building a strong team.
- Our new, relevant and innovative PD events, such as the Facilitation workshop offered in February.
- Our focus on supporting managers as well as HR professionals when providing program, PD and newsletter services.

Thanks to the 2004-05 Executive for all your efforts, for your ideas, and for your commitment to the Saskatchewan Chapter of IPMA.

Past-President  
Michèle Birns-Hahn, IPMA-CP

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## Reflections of IPMA-Canada Conferences, Past and Future

I, along with Ron Wight, was a co-chair of the 2005 IPMA-Canada National Training Conference in Regina. I can quickly summarize that the conference was a great success. We had great attendance, we had a solid professional development program, we had a wonderful social program, and attendees enjoyed many opportunities to network with colleagues from across Canada. When I think of this summary it looks awfully familiar. In fact, this same summary can be used to describe the IPMA-Canada conferences I have been attending since 1998. I expect that a very similar summary will be used to describe the conference in Nova Scotia next spring, and the conferences that follow.

This consistency is a hallmark of IPMA-Canada. It plays a part in defining who we are as an organization. Our bread and butter has been and always will be our emphasis on top quality professional development, mixed with having fun, and networking and sharing with our colleagues (who more often than not become close friends). We are not about making a lot of money. We are not about being the biggest. Our focus is simply to be the best at developing HR professionals and the HR profession.

This consistency is reinforced by the fact that so many of those who attend our conferences are those who have attended in the past. There are some who have been attending IPMA-Canada conferences longer than I have been in the profession. Once you attend one conference and see the quality and attention to detail, you are hooked. After one conference is over you are making plans to fly across Canada to attend the next annual conference.

Let's not forget the first time attendee. For many of our first time attendees, their reaction is that IPMA-Canada Conference is the best conference they ever attended. Many are surprised that we not only have solid ground breaking key note speakers, but our concurrent session speakers are also very strong. They are also surprised by the value of our conferences. They indicate they have paid twice as much and only received half as much in return for attending other conferences.

I was the Logistics Director for the 1998 IPMA-Canada National Training Conference in Regina. Many of those who volunteered for the 1998 conference also volunteered for the 2005 conference. I believe that has a lot to do with the sense of satisfaction that comes from delivering a quality product and knowing that you are helping to grow the profession. The volunteers also talk about the chance to work with folks they don't get to work with on a regular basis and of the fun they have working together.

I have often stated that each of us is an ambassador for the HR profession. Attending these quality conferences can help make you a better ambassador. Volunteering to pull a conference together can help make you a better ambassador. I encourage each of you to continue to grow, to stretch, and focus on those things that will help you move along in your career! IPMA-Canada will, and always has been, there to help you get there!!!

Ray Deck

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## Saskatchewan Agriculture and Food (SAF) receives Gold Star Agency Award

Each year, IPMA Canada offers a Gold Star Agency Award to an organization which has made a significant contribution to the practice of human resource management.

In May, 2005, at the National Training Conference held in Regina, IPMA Canada awarded the Gold Star Agency Award to Saskatchewan Agriculture and Food (SAF). The award was in recognition of the overall approach to human resource management in the department that led to the successful implementation of a number of important initiatives.

Over the past five years the department human resource unit led the development, implementation and evaluation of a strategic approach to human resource planning that linked to the overall strategic planning process in the department. Having a strong foundation in place allowed the department to implement a number of successful development initiatives.

I would like to take this opportunity to thank those individuals who contributed to making the Human Resource Unit at Saskatchewan Agriculture and Food a nationally recognized success.

In addition, I would like to thank IPMA Canada for nominating Saskatchewan Agriculture and Food for the United Nations Award.

Karen Aulie, Director of Corporate Services  
Saskatchewan Agriculture and Food

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## The First Ever Book Review!

Sharing the successes of our community

I, Tracey Schmidt, was channel surfing one day and happened to stumble across a local author, Jeanne Martinson, being interviewed on Channel 7 regarding her new book *War and Peace in the Workplace*. At a social event a couple days later I had the great fortune to meet this very interesting and talented woman and subsequently the opportunity to review her very insightful book. With the Human Resources field placing such a large emphasis on diversity, conflict and mediation there couldn't be a better time for this little book to show up.

*Jeanne Martinson is a professional speaker, trainer and best selling author who has worked throughout Canada and internationally. Since starting her own firm in 1993, Jeanne has inspired thousands of participants with her humour, insight and real-world examples. As managing partner of her own firm, Martrain Corporation and Personal Development, Jeanne has worked with corporations, government and non-profit organization, developing and delivering keynotes and workshops in the areas of leadership and diversity. When not delivering workshops or keynotes, Jeanne is very active in her community. Her contributions have been recognized with the Canada 125 Medal of honour, the YMCA Women of Distinction Award in the category of business, Labour and Professions, the Saskatchewan Centennial Leadership medal, and listings in Canadian Who's Who directories.*

*Every wonder why we can't just get along? Why we react to each other the way we do? Most conflicts in the workplace comes from our differences – both our diversity in the big 'D' issues such as race, gender, or ability but also diversity in the small 'd' issues such as values, marital and family status, age, or thought process.*

*Diversity can be problematic and it can be wonderful. As individuals and organizations, we can benefit from the many perspectives that create the synergy to move an organization forward by leaps and bounds. On the other hand, differences can trigger conflict, toxic work groups, low moral, harassment, and misunderstanding and employee turnover.*

*Many organizations adopt respectful workplace or harassment policies. But this isn't enough to realize the benefits of the diverse workforce or to minimize diversity based conflict. We need to shift how we perceive and work with others. This book illustrates how we have the choice of allowing conflict to spiral down into dysfunction or of taking charge, becoming aware and developing understanding. It's all up to us!*

Quotes taken directly from the book *War and Peace in the Work Place*.  
I would recommend this book to everyone.

As any HR person knows the secret to success is the quality of the people within the Organization. We the executive feel that the most important part of our organization is the members. We wish to celebrate all your successes and accomplishments. We all have something to learn from each other and that sharing only builds a more successful Human Resources Community. A strong organization creates a strong social community. That makes you special to us.

Please submit any information, stories, articles, book reviews, word off wisdom, lessons you have learned so that we may all benefit to:  
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