



HR HEADLINES

SASKATCHEWAN CHAPTER

SPRING 2004

IPMA Shiela Bailey Memorial Award for Excellence in Human Resource Management

IPMA Saskatchewan Chapter is pleased to announce a call for nominations for its Human Resources Best Practices Award. This award is presented in recognition of an organization that, in the past year, has demonstrated excellence in human resource management and has had a positive impact upon the organization. The criteria for the award are as follows:

- Open to any organization where an IPMA member works
- Members are welcome to nominate their own organization or any other organization where an IPMA member is employed
- An organization who has demonstrated leadership in the promotion and development of innovative human resource practices

The award recipient will be announced at the Chapter's program event in June or September 2004, and will be posted on IPMA Canada's national web site.

This award is named in honor and memory of Shiela Bailey, a founding member of the Saskatchewan Chapter. Shiela served as President of the Saskatchewan Chapter as well as on the National Executive Council. Shiela was named Honorary Life Member of the Saskatchewan Chapter for her commitment at the provincial and national levels and for her ongoing commitment to the development of Human Resource professionals.

Nominations must be made on the nomination form attached (SEE PAGE 6) and received by **May 14, 2004** to:

Karen Jellicoe, Past-President
IPMA Sask. Chapter
c/o Sask. Health
3rd floor, 3475 Albert Street
Regina, SK S4S 6X6
Phone:787-7118
Fax: 787-3950 or Email : kjellicoe@health.gov.sk.ca

If you are sending the nomination form in via email, please indicate "IPMA Shiela Bailey Memorial Award" in the email subject line.

CERTIFICATION

A reminder to all certified members that an integral component of IPMA- Canada's new International Certification Program is recertification. An individual must accumulate 50 points every three years and submit a completed application for recertification to the National Office of IPMA- Canada. At least 30 points must be in professional development programs and 20 points must be in other required areas. Please visit the IPMA- Canada web-site at <http://www.ipma-aigp.ca/certification/recertification.htm> for a complete listing of how recertification points can be earned. For more information on certification please call Marion Pho at 787-7535.



VISIONS 2004

The 2004 Visions Leadership Conference is set for Wednesday, May 19th at the Casino Regina Show Lounge. The 6th annual spring leadership workshop promises to be an exciting and entertaining learning experience for individuals passionate about enhancing leadership skills and strategies.

Keynote speaker Warren Evans will lead two interactive workshops. The morning session, "Where in the World the World is Going", will discuss branding, recruiting, philanthropy, the future of work, alliances and networks, organizational structures and leadership issues. In the afternoon, Warren will lead participants through "The Symbolics of Leadership", in which he will describe the nuts-and-bolts of what successful leaders at all levels are doing to drive their organizations forward.

For more information about this year's conference, visit the website: www.visionsconference.org where you can learn more about the conference and access your registration form.

As a participant in previous Visions Conferences, you have demonstrated your interest in Leadership Development and I wanted to ensure that you don't miss Visions 2004!

GIVE A LITTLE BACK- BECOME A MENTOR!!

SIAST Palliser Human Resource Management Association

The SIAST Palliser Human Resource Management Association invites all Human Resource professionals to view our website and to consider our four different mentorship options. There is a great deal of flexibility for prospective mentors. Those professionals who decide to participate can submit their proposal right online, and a student contacts them within 3 business days to make final arrangements. Our mentoring program is completely dependent upon exposure to the HR community so your insight and wisdom is greatly appreciated by each and every one of us!

We look forward to mentoring with you! Our website address is <http://programs.siastr.sk.ca/phrma>

If you have any questions or concerns please contact Dave Ward through our website or myself at schmidttra@siastr.sk.ca

Thank you.
Tracey Schmidt
Executive Director PHRMA

*GIVE LITTLE BACK-BECOME A
MENTOR!!*

UNIVERSITY OF REGINA HUMAN RESOURCE CLUB

The U of R Human Resources Club is in the third year of operation. We have a mentoring program that has proven to be very successful. The Mentoring Program is available to U of R students pursuing Admin Degree, Diploma or HR Degree. Mentors are business professionals who are currently holding an HR position and have experience in the field. Our goal for the mentoring program is to provide members with on-the-job experience in the Human Resource profession. Our objectives are to:

- 1) Provide students with an entry into the HR community through networking and friendships.
- 2) Give students a chance to apply theory to HR issues and procedures in the workplace.
- 3) Give mentors the opportunity to have the student contribute fresh new ideas on projects the organization is currently working on.
- 4)

We encourage mentors to involve the students in activities such as: IPMA luncheons/meetings, job-shadowing, recruitment/selection functions, union/management meetings, discussion on current HR hot topics, discussion of the student's career objectives, networking with other HR professionals, etc. If you are interested in becoming a mentor please contact Karen Zukewich, HR Club Director, at uofhrclub@hotmail.com



*Personality differences can have a big impact when you're out in the
backcountry together.*

By Ken Ludwig

We're standing braced against the strong wind on the summit rock of Mount Marcy in New York's Adirondacks. The scenery is awe-inspiring, and I'm trying to spend a quiet moment contemplating this special place between earth and sky.

I'm trying, because Rick keeps talking to me about how far we can see and how great it all is...and talking and talking! My attempts at loftier thoughts soon turn to an irritated resolve to never again hike with this annoying person.

He's probably thinking the same thing.

Despite our best intentions, we can sometimes find ourselves challenged by a hiking partner. For example, one wants to make it to that planned milestone by dark, while the other just wants to see what's around the bend. One wants to understand how this west-flowing stream fits into the area's drainage pattern, while the other just wants to feel the fresh cold water on his or her face.

Of course, the basic reason why these situations occur is that our personalities are all different. We are each a unique package of values, preferences and habits. The Myers Briggs Type Indicator can provide an illuminating look into some of these areas of uniqueness, and the resulting differences between us.

So how can type preferences relate to hiking?

Extraversion & Introversion

Extraversion and introversion refer to where we tend to receive our energy, and consequently where we prefer to focus our attention and our energy. Extraverts find energy in the outside world. They would tend to approach the sport of hiking more as a social activity, one that allows them to connect with others through social excursions. They would also seek to be stimulated by the richness of nature.

Introverts, on the other hand, find their energy primarily in the inner world of reflection, so tend to hike to find solitude and rest from the "world". Here they may have space to think, resolve, compose or plan. Little wonder that Rick and I feel worlds apart on the same summit rock!

Sensing & Intuition

As far as taking in the world around us, Sensors like to experience things quite literally through their senses, and so most enjoy the sights, sounds, and smells that nature can offer.

Intuitives, on the other hand, in preferring to perceive by their insights, likely find themselves more interested in understanding the "lay of the land" and how natural features fit into the larger patterns of the environment. Here we find the difference between wanting to understand how a local ecosystem works, or just smelling the flowers along the way. This can make a big difference to the trail talk.

Thinking & Feeling

When it comes to processing what we are experiencing, Thinkers prefer an objective approach, and so would tend more to assess, and be motivated by, considerations such as the need or opportunity for exercise, or the risks and benefits of trying to reach that ridge by supper.

Feelers, on the other hand, have a more subjective approach. They find themselves focused more on building relationships along the way, bonding with others and with nature, and ensuring the experience resonates with what is important to them.

This difference can manifest itself in particular when a group faces a collective decision which affects both the achievement of goals and the welfare of the group: do some of us carry on to the summit, or do we let go of that goal to all be with a member who is hurting?

Judging & Perceiving

Finally, in approaching situations in general, Judgers tend to be oriented toward closure, and so like to have objectives for the activity (like completing a certain route), and also like life on the trail and in camp to be planned and orderly.

Perceivers, on the other hand, prefer life to be more flexible and spontaneous. They are comfortable heading out in one direction just to see where it may take them (and changing plans or taking detours if something strikes them along the way). Imagine the fun that these differences can bring to a trip!

When these preference areas are bundled together with other aspects of human personality, we end up with unique mosaics. The challenge to create satisfying experiences comes in appreciating these mosaics in a positive and constructive way.

So what does this mean for us as we head out into the backcountry? As we grow to understand more about personality type, we can better appreciate the gifts that different preferences bring, and turn potential frustrations into rich experiences with our hiking partners.

For example, we can generally count on Extraverts to infuse energy into a situation, and to keep the social “wheels greased” out there. Conversely, Introverts may remind us to allow some space to our hiking partners, and to keep our visits non-intrusive.

Sensors can help us remember to take in the richness of the journey by highlighting the immediate things. (I personally have been thankful for such attention to detail when facing the challenge of finding my way back in unfamiliar territory.) Intuitives may complement this by contributing a sense of overall orientation, a broader geographic perspective. And by learning maps!

Thinkers may show their particular gifts in maintaining cool level-headedness when facing challenging situations, and making emergency decisions, in the backcountry. Feelers would tend to complement this with concern for the welfare and needs of their hiking partner or group – something to be appreciated by anyone sharing the close quarters of a small nylon tent.

Finally, you can count on Judgers to ensure that destination, route, menus and other trip logistics have been thought out well in advance. They will also remind us to keep the campsite and equipment in top order, so we can find that can opener when we need it! At the same time, Perceivers bring an invaluable flexibility to adjust plans and routes according to circumstances, and to improvise (“make do”) comfortably when needed.

As in any area of life, the answer lies in knowing and appreciating our own preferences and possible “blindspots”, as well as appreciating the gifts that others bring, and the value of balance within ourselves and within partnerships and groups.

We need to:

- Get to know each other: become familiar with potential hiking partners in order to recognize preferences that will invariably manifest themselves on the trail; and
- Share knowledge: be honest and open about your preferences and expectations are, and negotiate balance into your backcountry lifestyle

Back in base camp, I think a little more about the time Rick and I spent on the summit, and I realize that, in its own way, the experience *had* been as illuminating as I had hoped it might be.



FEATURED COMPETENCY DEVELOPMENT RESOURCES

Analytical Thinking and Strategic Orientation

Books

The End of Management and the Rise of Organizational Democracy; Author: Cloke

There is a search in process for a new context and paradigm for the organization of the future—an organization that must be capable of producing high-quality, competitive products that satisfy customers without destroying the planet or degrading human life. *The End of Management and the Rise of Organizational Democracy* calls for a radical set of organizational development initiatives that will combat the destructive forces of globalization. Kenneth Cloke and Joan Goldsmith reveal how a combination of collaboration, self-management, and organizational democracy can break down long-standing boundaries and foster the far-reaching, sustainable changes critical to success in the twenty-first century

FEATURED COMPETENCY DEVELOPMENT RESOURCES- cont'd

Perspectives on Strategy from the Boston Consulting Group: The Best Strategic Thinking from the Boston Consulting Group

A collection of the best thinking from the highly acclaimed management consulting firm. For the past thirty years, BCG has changed the face of business with their innovative thinking in such areas as brand management, marketing strategies, leadership, and customer value. Now, for the first time, you can read up on all of BCG's groundbreaking ideas under one cover.



Saskatchewan Chapter

Nomination Form

IPMA Shiela Bailey Memorial Award for Excellence in Human Resource Management

In recognition of an organization who, in the past year, has demonstrated excellence in human resource management

Organization being nominated:		
Address:		
Contact person at that organization:		
E-mail address:	Telephone:	Fax:

NOMINATOR

Name:		
Title:		
Work/Home Address:		
E-mail address:	Telephone:	Fax:
Signed:		Date:

NOTE: The nominator may be contacted by the selection committee for further information or clarification

Nomination Information

1. Describe how the organization has demonstrated leadership in the promotion and development of innovative human resource practices. For example:

- recruitment and retention
- learning and development
- compensation and benefits
- labour relations
- employee recognition
- client service,
- valuing people
- creativity
- continuous learning

2. How has this positively impacted the organization?

3. Please include any further information you wish to provide about the nominated organization.

Forward completed nomination forms by May 14, 2004, to:

Karen Jellicoe, Past-President
IPMA Sask. Chapter
c/o Sask Health
3rd floor, 3475 Albert Street, Regina
S4S 6X6
Fax: 787-3950 or
Email: kjellicoe@health.gov.sk.ca

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