

Talent Management for the HR Community

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Kenda MacFadyen, Acting Senior Consultant, Talent Management, PSC

If you are scratching your head after the February and March workshops for the HR Community and still wondering what it was all about, here's the scoop.

One of the three priorities of the HR Strategy is a talent (succession) management process for the HR Community, which was introduced during the workshops. Are you still asking, just what the heck is talent management?

Talent Management is a simple and easy-to-use process.

The first stage of the process was the preparation work done to date by the HR Strategy team to ensure that our community is ready to undertake the process and move forward effectively.

The second stage is what we're all doing now—learning about HR competencies and career planning (the workshops), completing Career Development Plans (CDPs) and having career discussions. Career development plans are a way of letting our managers and HR → 2



Check out... **Readership Survey** → 5



What's NEW with EAP

EAP requests HR to help promote our NEW Training!

NEW EAP Awareness Training:

- For all employees working with Nova Scotia Government
- One-hour training
- EAP staff will visit your workplace to provide the training
- Employees will learn all the key components of EAP
- Please call EAP to arrange training

NEW EAP Training

(For Managers/Supervisors/HR/OH&S)
Some HR groups have already participated in this training!

- Half-day training
- Register through LearnNet or arrange training for your group
- EAP will visit your workplace to provide the training
- Please call EAP to arrange training

This NEW EAP Training includes:

- Key components of EAP
- Perceptions of EAP
- Resources for Supervisors/Managers
- Harmful Involvement, Depression, Enabling
- Formal Referral Process
- Critical Incident Stress Management (CISM)
- Workplace Scenarios ■

For more information call EAP:
424-7948 / 1-800-777-5888

← 1 Directors know what we want to do, the things we're really great at, and areas where we need help. This information provides a broad scope of talent and identifies strengths across the entire community. So, it's time well spent at personal, professional, team, and corporate levels.

The final stage is where strategies and action plans are implemented (such as retention or recruitment, secondments, job rotation, formal training) to address the gaps we've identified.

As part of stage two, a series of talent review meetings, scheduled for late spring and early summer, will help us

Public Service Commission Business Plan At a Glance

The 2007-2008 PSC Business Plan is available online at www.gov.ns.ca/psc. Here are the highlights!

GOAL 1 *To make a difference through a skilled, committed, and accountable public service*

- Priority 1** To strengthen HUMAN RESOURCE SERVICE DELIVERY
Priority 2 To provide leadership in the implementation of additional SAP-HR system functionality
Priority 3 To develop an integrated approach to TALENT MANAGEMENT

GOAL 2 *To be a preferred employer*

- Priority 4** To implement corporate ATTRACTION and RETENTION framework strategies
Priority 5 To assure the availability of objective, consistent and reliable COMPENSATION and CLASSIFICATION systems and practices

GOAL 3 *To be a safe and supportive workplace*

- Priority 6** To implement key elements of the HEALTHY WORKPLACE initiative

GOAL 4 *To be a diverse workforce*

- Priority 7** To promote a strong focus on VALUING DIVERSITY initiatives throughout government

GOAL 5 *To be learning organization*

- Priority 3** To develop an integrated approach to TALENT MANAGEMENT*
* This priority also appears under Goal 1, however with different associated activities to support that goal. ■

see if we have gaps between business needs and internal talent.

In the meantime, draft your Career Development Plan and talk with your manager.

Information packages about Talent Management for the HR Community are being provided to corporate service units.

Talent Management for the HR Community is an opportunity for HR employees to develop in their areas of expertise and in their careers. A strong HR Community helps create a strong public service. ■

PUBLICATION STATEMENT

HR Links is published 10 times a year on the first business day of each month. The July/August and December/January issues are combined.

The editorial board welcomes and actively solicits articles and story suggestions from members of the HR Community and its partners. Please send your submissions to hrlinks@gov.ns.ca.

Members of the HR Links Editorial Board are:
Jane Allt, Vanessa Hammock,
Donna Hendy, Shelly Hubley,
Michelle Lucas

HR Comings & Goings

COMMUNITY SERVICES

Norma Williams was appointed to the position of Manager, Human Resource Development effective February 5, 2007. She was most recently the Staff Trainer for Family & Community Supports, and over the years has also worked for the Halifax Regional & District School Boards, the Department of Municipal Affairs, and the Nova Scotia Human Rights Commission.

Following the integration of the Children's Aid Society (CAS) Halifax with the Department of Community Services, **Elizabeth Benjamin** joined the Human Resources Division on January 22, 2007 as a Junior HR Consultant. Elizabeth worked with the Agency for many years and brings with her a wealth of related experience.

SERVICE NOVA SCOTIA & MUNICIPAL RELATIONS

Udeme Akpan moved from the PSC to SNSMR HR Unit as an HR Assistant on April 2, 2007.

JUSTICE CSU

Larry Worthen is working with the PSC until the end of June 2007.

Sylvia LeBlanc joined the HR team in March as a Human Resource Administrator.

Tanya Butts, OH&S Consultant, is on maternity leave until February 2008.

Judith Crosby has been seconded to the role of OH&S Consultant during Tanya's absence.

David Librach, has moved on from Dept of Justice. We will miss David.

HEALTH

Krista Dobson transferred to us in February as Secretary II.

Lisa Blackwood is filling in for **Alexandra Smith's** maternity leave as Research Analyst.

In early January, **Cheryl Burgess** moved from the PSC to the position of Executive Director, Health Human Resources, a new position. **Patricia Turner** joined our team in February, as administrative support to **Cheryl Burgess**.

Sharon Thoms joined as an Administration Support Clerk in January.

Lindsey White joined our team as administrative support to Gail in March.

We would also like to congratulate **Kim Ashizawa** who was the successful candidate for the Pay and Benefits Consultant position and is now with us on a permanent basis.

Congratulations also go out to **Carla Atkinson** who was the successful candidate for the Junior HR Consultant.

Anne Marie Fitzpatrick continues on the Foundations for Management Initiative with the Department of Education and we are pleased to support her in that endeavour.

PUBLIC SERVICE COMMISSION

Marriam Nauman, sticking with the Healthy Workplace coordination office, has moved into the Project Coordinator position, previously held by **Maria Tendencia**. Healthy Workplace and EAP were happy to welcome **Rima Thomeh** as the new Administrative Assistant. Rima began in February.

Jennifer Kennah has joined the PSC as an HR Intern. Jennifer joins us from the Trade Center Limited where she was a HR Project Assistant. Jennifer started on March 5, and will work, on a rotational basis in Employee Relations and Compensation and Evaluation and Audit for the next six months.

From Tourism, Culture and Heritage, **Marcel McKeough** has come for a one-year secondment. Marcel will work with the PSC's Planning and Coordination division as a Policy Consultant. ■



March 21 marked International Day for the Elimination of Racial Discrimination.

This day is observed annually to remind us of March 21, 1960, the day police opened fire and killed 69 people at a peaceful demonstration in Sharpeville, South Africa, against the apartheid "pass laws."

March 21 was proclaimed by the General Assembly of the United Nations in 1966, which called on the international community to redouble its efforts to eliminate all forms of racial discrimination.

Every year, numerous activities aiming to raise public awareness on the issue of racism take place across Canada.

Here in Nova Scotia, Partners Against Racism (PAR), a coalition of concerned organizations dedicated to protecting and promoting human rights, plan an annual public event. The Nova Scotia Public Service Commission participates on PAR.

The Public Service Commission's newly-formed diversity committee, "One Team Many Faces" commemorated March 21 with a staff Lunch and Learn featuring Wayne Hamilton, Executive Director of the Office of African Nova Scotian Affairs. Mr. Hamilton spoke of the work of his office and of the importance of March 21 to Nova Scotians. ■

Change Management Workshops

for the HR Community

As part of the HR Strategy for the HR Community, the Innovation and Growth team offered four workshops in April on change management. The objective of the half-day workshop was to enhance HR practitioners' comfort level with change so that they can be leaders of change in their departments.

During the workshop, participants used William Bridges' Model for Change as the framework for managing change. The format included a combination of lecture, activities and group discussion. If you still want to attend this workshop, one more is being offered on Friday, May 25 from 9-12.

To register, log on to **LearnNet** (<https://learnnet.gov.ns.ca/include/login.asp?url=/users/index.asp>) and look under the PSC calendar, **Workplace Skill Development**. Register for the **Managing Change** HR Community Only course. There is no charge for the course. However, no-shows will be charged a \$15 fee. Substitutions are welcome. ■

Brain Teaser

For those of you who like to tease your brain, here is a game for you!

Question:

What are the three new HR Competencies, which apply to all HR professionals across government? ?

The first person to e-mail Holly Bartlett (bartleh@gov.ns.ca) with the correct response to the HR Strategy brain teaser will receive a secret prize.

HRANS Conference... Just Around the Corner!

Carrie Hotton, Education Program Chair

The 2007 HRANS conference, "**The Dawning of a New Workplace**," is generating a lot of excitement and interest.

The conference is open to both public and private sector participants and provides opportunities for networking, information sharing, and gathering of best practices. There is still time to register!

In addition to great keynote speakers like David Ulrich, Mark David Jones, and Linda Duxbury, there are many "can't miss" sessions like:

The Legal Consequences of an Unhealthy Workplace

Repatriation: They want to Come Home!

A Blueprint for Organizational Effectiveness

Generational Differences in Drivers of Employee Engagement

The Business Case for Comprehensive Workplace Health—Return on Investment

Changing Times, Changing Roles: Transforming the Capital Health HR Department

The Leadership Gap: Leveraging the Promise – Building Leadership Strategy & Capacity for Competitive Advantage

Experience Works and Immigrants Work—Strategic Partnerships

Succession Management: Fully Implemented

Becoming an Employer of Choice

Of the 28 sessions being offered, three sessions will be led by our employees!

Charlie Macdonald, Diversity Management Consultant, PSC will speak about diversity best practices. The Department of Education representatives will speak about talent shortages and being a world-class employer. As well, GoverNEXT representatives will speak about their experiences supporting attraction and retention of younger public servants.

If you need another reason to attend, there is a special dinner for conference participants on May 24 at Pier 21, featuring comedians from Yuk-Yuks. It is a great opportunity to relax, have fun, and network!

Visit <http://conference.hrans.org> to learn more and to register online. If you have any questions, please feel free to contact me directly, hottonca@gov.ns.ca or 424-5067. ■

Readership Survey

HRLinks has changed over the past few years. Its current format has been in place for just over a year, and the **HRLinks** Editorial Board wants to know what you think about the format and the newsletter as a whole.

Please take a few minutes to complete this survey. Send it to Michelle Lucas, PSC Communications, 4th floor, One Government Place via interdepartmental mail.

Thanks!

A bit about you (circle which one applies to you):

- I am a PSC Employee
- I am an HR CSU Employee
- I am a manager/leader in government
- Other

- 1** Have you read **HRLinks** in the past 12 months?
 Yes No Don't recall

- 2** How do you usually access **HRLinks**?
 Link from e-mail notice
 Someone forwards the e-mail to me
 I found a copy in the workplace
 I regularly visit the web page
Other (please specify) _____

- 3a** How often do you read **HRLinks**?
 Always Occasionally Not Often Never

- 3b** If you answered **Not often** or **Never** in 3a can you explain why?

- 4** What is your general opinion of **HRLinks**?
 Really enjoy it It's ok Don't like it

- 5** If you have read **HRLinks** in the past year, how would you characterize your reading habits?
 Read it front to back
 Scan the headlines
 Read articles of interest only
Other _____

- 6** What specific aspects of **HRLinks** do you like? Choose all that apply.
 Design & layout Article topics
 Quality of writing Length of articles
 Length of the entire publication Frequency of publication
Other _____

- 7** Have you ever referred back to **HRLinks** articles?
 Yes No

If yes, do you remember which articles?

- 8** What articles and topics do you want to see more of?

- 9** Have you ever submitted an article to **HRLinks**?
 Yes No

- 10** Do you agree with these statements about **HRLinks**?

It helps connect the HR Community
 Agree Neutral Disagree

It provides good information about HR programs and policies
 Agree Neutral Disagree

It's a way to learn about each CSU
 Agree Neutral Disagree

- 11** Considering staff time (writing/editing/reading) and cost (external designer), do you think **HRLinks** provides value for money?
 Yes No

- 12** Please provide any general comments or ideas about how **HRLinks** could improve.

