

Change is in the Air!

Although autumn is a beautiful season, winter is just around the corner, and with that comes change. Whether it's shorter days, snowfall, or the plunging temperature, Canadians adapt to the change. The same could be said for Government Transformation – we accept and adjust to change. Fortunately, the ORO is continuously assessing the needs of our communities to determine what could be enhanced, improved, or *changed* – in support of government transformation.

A key component of the ORO's Strategic Framework is Performance Measurement. As such, the ORO recently completed an internal Performance Measurement exercise – interviewing CIOs, DGs, Directors, and Managers to get their impressions of the ORO and the products and services we develop. Input from this exercise reinforces our support of communities – based on *their* business needs.

I hope you enjoy this edition of the Voice, and as always, we welcome your input and comments.

Nikolas Florakas
Director General, ORO

ORO News

Integrated Behavioural Competency Dictionary

In keeping with the ORO's collaborative work philosophy, we recently carried out in-depth consultations with stakeholders to validate the CS Behavioural Competency Dictionary, with a goal of developing an **Integrated Behavioural Competency Dictionary** to support the development of Job Competency Profiles for the IM, IT and SD Communities. IT Community working groups validated the content and the SD Community Office met with representatives from Halifax, Montreal, Winnipeg, and Vancouver and received great feedback. The Committee responsible for IM Competency Standards in the GC also reviewed the dictionary. Look for the new Behavioural Competency Dictionary coming soon to our web site.

IM Community Office

IM Professional Development (PD) Curriculum

As reported in the last edition of the Voice, the IM-PD Curriculum is now fully operational, with all seven IM courses

available through the Canada School of Public Service (CSPS).



Speaking at the closing of the Annual IM Conference on October 2nd, Nikolas Florakas presented the first two "graduates" of the IM-PD Curriculum with certificates acknowledging their achievement and participation. Congratulations to April Desjardins from the RCMP and Diane Taylor from Industry Canada who attended all of the IM-PD Curriculum pilot courses and provided valuable insight into the development of the Curriculum. Thanks to everyone who helped turn the vision of an IM curriculum into a reality.

IM Community Recognition Awards

The annual IM Conference also featured the presentation of the IMCR Awards by Ian Wilson, Librarian and Archivist of Canada, and Ken Cochrane, CIO, TBS. This year's award recipients, NRCan's Enterprise IM Team; Transport Canada's Chris Molinski; and Lynda Morrissey, formerly of CIOB, TBS, were recognized for their contribution in the areas of Shareable Business Improvement, Leadership, and Community Building, respectively.

Congratulations to all!

IM Listserv

The IM Portal electronic mailing list is now up and running! *Listserv* provides the IM Community with a forum for discussing ideas and sharing experience, expertise, best practices and solutions related to the effective management of information. To subscribe to the mailing list, send a plain text email message to imliste-listegi@lists.canada.gc.ca with the words "subscribe imliste-listegi" in the body of the message.

IM Competency-based Generic Work Descriptions:

An invitation was issued through the IM Forum for participants to form a Working Group. Representation is sought from large, medium and small departments and agencies, regional operations, and the lead agencies in IM. The inaugural meeting is scheduled for November 29 by which time an environmental scan will have been completed. ORO is pleased to have INAC, under the direction of David Peterson, partnering with us on this initiative. For more information, contact Mary.McLeod@pwgsc.gc.ca

IT Community Office

Prepare for Launch!

It's been a long and comprehensive process, but we're now preparing to launch the first phase of IT Community Generics.

We've begun an Environmental Scan of departments interested in implementing IT generics, including Organizational Models and CS Generic Work Descriptions. Once completed, we will develop the required communications to support departments and their employees during implementation. If you'd like to learn more, contact Mark.Brulé@pwgsc.gc.ca

CS-05 Collective Staffing Initiative

Due to the tremendous response of this initiative – with 440 applications – the completion date has been delayed. However, we are now finalizing the testing phase of the Collective Staffing initiative and are aiming for completion by early in the new year. For more information on this exciting project, contact Christine.Tremblay@pwgsc.gc.ca

Integrated IM and IT HR Plan

The IM and IT HR Plan Steering Committee will provide their comments on the first draft of the plan by mid-November, followed by CIO Council (CIOC) review. The completed plan will ultimately enable CIO's and senior IM & IT managers to make strategic and informed decisions regarding HR practices within their organizations. For more information, contact Christine.Tremblay@pwgsc.gc.ca

All work and no play?

Not at the ORO! Our philosophy is to work hard and laugh loud! To illustrate our dedication, here's a shot of some dedicated ORO team members (Trick or Treat!)

