



ORO Community News

Building a Framework for Success

▶ THE VOICE

Fall 2007 — Volume 7

Changing with the Times

Many of you may have attended this year's GTEC Conference in October. This successful annual event got off to a great start with Kevin Lynch, Clerk of the Privy Council, providing the welcoming address, and Ken Cochrane, the Government of Canada's CIO, serving as the first ever Honourary Chair of GTEC 2007. The ORO also participated in the one-day CIO Boot Camp Program, which was well attended. Congratulations to everyone involved in this year's successful event.

As you'll note in this edition of ORO's The Voice, we strive to provide value to our clients by developing products that support the business and community needs associated with Government transition. Once again, we are proud to provide the tools that enable employees to take ownership, and make the most of their careers.



Nikolas Florakas
Director General, ORO

We're Back!

It took both time and patience, but the ORO is pleased to announce that as of October 1, we officially returned to the CIO Branch (CIOB) of Treasury Board Secretariat.

We look forward to continued growth and development under the leadership and support of Ken Cochrane and his team at Treasury Board's CIOB.

Our sincere thanks to Steven Poole, CEO of ITSB, for his on-going support during our time at PWGSC. He was, and continues to be, a great advocate of ORO initiatives.

Capacity Building Directorate

REDESIGNED MANAGEMENT DEVELOPMENT PROGRAM

The ORO recently completed an in-depth review of its existing Management Development Program (MDP) to ensure alignment with current Government transformation initiatives and priorities, i.e. Service Delivery, Shared Services, Public Service (PS) Renewal, and HR Modernization. An MDP Steering Committee was created, and changes were made to the Program following extensive research and interviews with government CIOs. The Steering Committee recommended changes to the Program that reflect the evolving needs of IM and IT communities and as a result, the MDP now proposes two streams (CS-04 to CS-05 and EX-M1 and M2 to EX-01) to support career opportunities for IM and IT community resources.

The IM and IT MDP is an accelerated, three-year professional development program that identifies high-performing IM and IT professionals who demonstrate management potential. The Program supports the development of

government professionals through formal education and assignments, to prepare individuals for leadership positions within the GC.

Launch of the revised MDP, which has garnered much interest since its redesign, is scheduled for early 2008.

Success is the sum of small efforts, repeated day in and day out.

Robert Collier

CS-01 COLLECTIVE STAFFING INITIATIVE

The ORO is working with 19 federal departments to complete a Post-Secondary Recruitment process aimed at attracting new and recent graduates to CS-01 positions. There are approximately 250 positions to be filled across government, in 3 work streams: application development; infrastructure/operations support; and quality-assurance testing.

The advertisement for this staffing process was posted on www.jobs-emploi.gc.ca, on October 5th, and closed on October 17th, with a total of 750 applicants. The next step is to conduct standardized assessments by the Public Service Commission, followed by community-led testing in February and March 2008.

Watch for updates in future editions of The Voice.



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IT Community Directorate

A GROUNDSWELL OF SUPPORT

In preparation for implementing IT Community Generics (standardized organizational models, generic work descriptions, job competency profiles), a number of departments have begun Organizational Readiness Assessments (ORAs) to determine their level of readiness, or they are actively working on transitioning to IT generics. These include: Environment Canada, Industry Canada, Health Canada, INAC, and Fisheries and Oceans. This means that since the launch of IT Generics for large and medium IT organizations in July 2007, nearly 30% of all CS's in government are already represented by the work that is underway in the departments and agencies listed...and interest is growing daily!

Veterans Affairs, the first department to implement IT Generics, is now conducting a post-implementation review to document lessons learned and recommendations that can be shared with the CS community.

With information sessions on IT Community Generics filling to capacity within 24 hours of being announced, we plan to host more sessions shortly. Refer to www.ITgenerics.gc.ca for details and calendar of events.

The IT Community Directorate has begun developing Generic Statements of Merit that correspond with the IT Generics. This work is generously supported by Ron Surette and his team at Atlantic Canada Opportunities Agency (ACOA).

Launch of the Statements of Merit is expected in spring 2008.

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Happy Holidays

On behalf of everyone at the ORO, we wish you a safe and happy holiday and the very best in 2008!

