



ORO Community News

Building a Framework for Success

THE VOICE

Winter 2008 — Volume 8

All the best for 2008!

The Holidays have come and gone and while the snow remains, the days are getting longer and as optimistic Canadians, a change of season and thoughts of spring aren't far behind!

Change applies to many aspects of our lives, and like many organizations, the ORO felt a need to reassess how we deliver services. To better respond to the increasing demand for community development and capacity building support to communities, the ORO has restructured to manage product development according to business streams, rather than specific communities. While our focus remains on the IM and IT communities, the reorganization will enable us to provide leadership and product support to other community groups within CIOB.

These are exciting times at the ORO as we look forward to broadening our scope of support for GC community resources.

Nikolas Florakas
Director General, ORO

IT Community Generics: Implementation Update

In just six months since the official launch of IT Generics, the community interest to implement these products has been overwhelming and continues to grow weekly. The ORO is working with numerous departments to conduct an Organizational Readiness Assessment (ORA) to determine if Generics are a practical fit for their organization. Some are already transitioning staff to the new organizational structures

and generic work descriptions. Exceeding our expectations, a majority of CSs are already represented by departments that have embraced IT Generics as a new standard in government. For more information, contact Mark.Brue@tbs-sct.gc.ca

IT Generics Information Sessions

Half-day information sessions on IT Community Generics are available to HR and IT departmental representatives. The overall objective of these sessions, hosted by the ORO and Canada Public Service Agency, is to help managers and classification advisers understand the advantages and demands associated with implementing these products within the CS community. Elements covered during the session include:

- ❖ Advantages of using the generic toolset as an integral component of an IT organization's structure and function.
- ❖ Roles and responsibilities in linking CS work with generics and organizational structures.
- ❖ Process, steps and consultation essential to effectively using Generic Work Descriptions.

To register, go to www.ITgenerics.gc.ca

CS-01 Collective Staffing Initiative

The CS-01 collective staffing/recruitment initiative is right on schedule. In January, manual screening of candidate applications was completed, and interview scheduling will run throughout March, following which, successful candidates will be invited to attend a job fair in May. There are currently 337 candidates moving toward the interview stage and we expect to staff

approximately 250 positions across the country. For information, contact Tracey.Sampson@tbs-sct.gc.ca.

Consider these New Year Objectives...

- Be the first to say hello
- Compliment at least two people every day
- Share your knowledge and expertise when asked

IM & IT HR and Business Plan

On January 23, the ORO presented the final draft of the IM and IT HR and Business Plan to CIO Council (CIOC). The Plan was widely praised as a major milestone in supporting departments and agencies in their development of an annual HR plan.

CIOC provided valuable feedback and recommendations which will be incorporated into the Plan, with the expectation of a web launch by year end. For details, contact Catherine.Zongora@tbs-sct.gc.ca

New IM and IT Management Development Program

The newly designed, 3-year Management Development Program (MDP), which targets CS-04 for the CS stream, and EX minus one and minus two for the EX stream, will be launched shortly, with over 12 departments and 20+ employees participating. Training sessions for participating departments will be ongoing in February and March, with the advertisement for MDP opportunities posted on Publiservice in early-March. For details, contact Christine.Tremblay@tbs-sct.gc.ca

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