ORO Community News

THE VOICE

Building a Framework for Success

Another season almost over...

As Canadian public servants, this winter has certainly presented us with some unusual challenges. Among them has been a prorogation of Parliament, and -- for those of us who call the NCR home -- an extended transit strike that conspired with Old Man Winter to snarl traffic and challenge even the most patient among us. However, even as circumstances tried their best to slow us down, we persevered.

Now, as we near the end of this fiscal year, we can look back on some very positive community accomplishments. For example, this year saw the launch of the revised IM/IT Management Development Program, and the completion of the first ever Post-Secondary IT Recruitment Campaign. Also, the number of departments and agencies participating in the IT Community Generics initiative has increased to 25 and continues to grow…and the list goes on.

At ORO we're looking forward to many more successes over the upcoming year as we work with the communities that make our Public Service strong!

Nikolas Florakas
Director General, ORO

IM and IT Community Recognition Awards

An invitation was sent to departments to nominate individuals or teams for the 2009 IM and IT awards. These awards recognize leadership at all levels, community building and shareable results. Awards will be presented at the DPI Dinner, April 30, 2009. For more information, contact Julie.Gallienne@tbs-sct.gc.ca.

It's not too late!

The next cycle of the Management Development Program (MDP) is getting underway. Targeted at IM as well as IT professionals at the EX minus-1 and -2 levels, this program is designed to develop future directors. For more information, contact Christine.Tremblay@tbs-sct.gc.ca.

IM Competencies Standard

The Canadian General Standards Board (CGSB) will soon be publishing an IM Competencies Standard that will set the stage for development of an IM Certification Program. A Technical Advisory Committee (TAC) has been established by CGSB and will work with the ORO, the Canada School of the Public Service and other stakeholders to develop the program. This is truly a step forward for professionalization of the IM Community. For more information, contact Michelle.Boulet@tbs-sct.gc.ca.

Staffing Collectively

The 2nd annual CS-01 Post-Secondary IT Recruitment Campaign is wrapping up its assessment phase. Nearly 300 interviews were held in the NCR the week of January 26th, and an equal amount were administered in mid-February in 11 cities across the country (whew!).

We'd like to take this opportunity to extend a big "thank-you" to everyone coast-to-coast who gave up some of their precious time to make this happen!

Meanwhile…written assessments for the CS-04 collective process will take place in February and March, with Interviews expected for April.

And what about IM? The IM Community is in the process of determining the classification and level for the first IM position to be part of collective staffing later this year.

On another front, the development of an IT recruitment strategy is underway with a "think tank" of senior managers from across the community. It is expected that this strategy will be tabled with CIOs in early 2009-2010.

For more information on Community Staffing and Recruitment, contact tracey.sampson@tbs-sct.gc.ca.

Organizational Generics

Those of you in the IM Community will be pleased to know that progress is also being made in this area! A working group is being established to look at the IM side of Organizational Generics. It's expected that the initial focus will be on developing a suite of products for medium and large organizations that will include organizational models, generic work descriptions, competency profiles, etc. It's too early in the process to know when these products might be ready, but we'll make sure to update you as things move forward.

As for IT, a working group has been struck to look at the needs of very large organizations and -- at the opposite end of the spectrum -- discussions are taking place with the Heads of IT (HOIT) to look at how Organizational Generics might be adapted for small organizations. To learn more about Organizational Generics, contact Donna.Delorme@tbs-sct.gc.ca or visit www.ITGenerics.gc.ca.

What ever happened to the IM Work Description Database?

Previously available through the ORO web site, this database has been archived and is still available at Library and Archives Canada. You can access it at: http://www.collectionscanada.gc.ca/webarchives/20071116000854/http://www.solutions.gc.ca/oro-bgc/rep/code/matrix_e.asp?rep=im

ORO is reviewing the feasibility of resurrecting the database and making it available on the ORO website.

For more information, contact Michelle.Boulet@tbs-sct.gc.ca

> Only those who risk going too far can possibly find out how far they can go.
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> **T.S. Eliot**

Your comments are always welcome. Please e-mail us at:
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