

**2003-2004 HIGHLIGHTS OF  
REGIONAL GROUP ACTIVITIES**

**POINTS SAILLANTS  
DES ACTIVITÉS DES GROUPES RÉGIONAUX – 2003-2004**



The Institute of Public Administration of Canada  
L'Institut d'administration publique du Canada  
1075 rue Bay Street ♦ Suite/Bureau 401  
Toronto ♦ Ontario ♦ Canada  
Tel/Tél : (416) 924-8787 ♦ Fax: (416) 924-4992 ♦ Email/Cé : [ntl@ipac.ca](mailto:ntl@ipac.ca) ♦ [ntl@iapc.ca](mailto:ntl@iapc.ca)  
♦ [www.ipac.ca](http://www.ipac.ca) ♦ [www.ipac.ca](http://www.ipac.ca)

**Regional Group Highlights, 2003-2004**  
**Points saillants des Groupes régionaux, 2003-2004**

Regional Group* Groupe régional*	<b>Highlights</b> <b>Points saillants</b>	
<b>Calgary</b>	<b>Activities</b> <b>Activités</b>	<ul style="list-style-type: none"> <li>➤ The <b>2003 Lieutenant Governor's Award For Excellence in Public Administration</b> co-sponsored by the Edmonton and Calgary Regional Groups was awarded to Robert C. (Bob) Clark by The Honourable Lois E. Hole, the Lieutenant Governor of Alberta on December 11, 2003 in Calgary at the McDougall Centre.</li> </ul>
	<b>Membership</b> <b>Adhésion</b>	<ul style="list-style-type: none"> <li>➤ Calgary's membership has remained fairly stable. The Membership Chair will work closely with the Publicity Chair to promote increased membership. Target markets will include undergraduate and graduate students at all public post-secondary institutions in Calgary; towards building a base of New Professional members.</li> </ul>
	<b>Program</b> <b>Programme</b>	<ul style="list-style-type: none"> <li>➤ The Annual General Meeting was held on Friday, June 6, 2003. After the meeting there was a presentation by <b>Andrew Nikiforuk</b>, award winning Canadian journalist and author. The topic was "<b>Water Takings - the Enduring Need for Regulation</b>".</li> <li>➤ <b>Defence Ethics: A Values Based Program for Military and Civilian Personnel</b> was the title of the October 29, 2003 session. Major Denis Beauchamp, LOG/Finance officer was the speaker. He discussed the complexities of such a program where you develop, and implement an ethics program for more that 100,000 personnel in a complex, geographically dispersed organization like the Department of National Defence or the Canadian Forces.</li> <li>➤ <b>The Why and How of Citizen Engagement</b> was the next event held on January 27, 2004. <b>Dr. Norman E. Wagner and Dr. Barbara Samuels</b> of knowledge @work were the speakers at this event. The need for participation and engagement is a feature in many endeavours today and this presentation provided useful models and ideas.</li> <li>➤ On April 20, 2004 <b>Ed Ryan</b> of the Office of the Auditor General of Alberta and former member of the RCMP provided a presentation on the topic of <b>Fraud and Cyber Crime in the Public Service</b>. The event was Co-Sponsored with Business and Professional Women of Calgary.</li> </ul>

Edmonton	Activities Activités	<ul style="list-style-type: none"> <li>➤ The 2003 Lieutenant Governor's Award For Excellence in Public Administration co-sponsored by the Edmonton and Calgary (Bob) Clark by The Honourable Lois E. Hole, The Lieutenant Governor of Alberta at the McDougall Centre in Calgary on December 11, 2003</li> </ul>
	Membership Adhésion	<ul style="list-style-type: none"> <li>➤ Membership in the Edmonton Regional Group reached the 300 mark in January 2004.</li> <li>➤ The significant increase in members following the 2001 Annual Conference has been sustained.</li> <li>➤ Membership Communications committees are developing an information package for municipalities, outlining the benefits of participation and membership.</li> <li>➤ The group has increased regional membership by negotiating block membership arrangements with Federal, Provincial and Municipal levels of public service.</li> </ul>
	Program Programme	<ul style="list-style-type: none"> <li>➤ The September 11, 2003, event was held at Government House with <b>James Knight</b>, CEO of Federation of Canadian Municipalities as the Keynote Speaker who spoke on the emerging "legislative, fiscal and intergovernmental arrangements developed to respond to Canada's new urban reality."</li> <li>➤ A Conference on Performance Measures was held on October 27-29, 2003. The title was "<b>Embracing the Future - Sustainability and Measuring for Success</b>" The speakers included: <b>Bill Hunter</b>, President of Alberta Pacific Forest Industries; <b>Michael Adams</b>, Author and President of Enviro-nics; <b>The Honourable Dave Hancock</b>, Alberta Minister of Justice and Attorney General; <b>Dr. Stuart Smith</b>, former Chair, National Roundtable on the Environment and the Economy; <b>Oryssia Lennie</b>, Deputy Minister, Western Diversification Canada; and recipient of the Alberta 2002 Lieutenant Governor's Award for Excellence in Public Administration (IPAC) <b>Julian Nowicki</b>, Deputy Minister of Alberta's Executive Council; <b>Dr. James C. McDavid</b>, Professor, School of Public Administration, University of Victoria, and Co-Director, Local Government Institute; <b>John Wilkins</b>, Special Advisor, Treasury Board of Canada Secretariat; <b>Fred Dunn</b>, Alberta Auditor General; <b>Dr. Joseph Doucet</b>, Chair, Centre of Applied Business Research in the Environment and the Economy. On December 16, an informal reception was held at the Four Rooms for IPAC members.</li> <li>➤ On February 17, 2005, a finalist in the 2003 IPAC Award for Innovative Management Competition presented to the group. Ron Weisenburger, Chief Knowledge Officer – Alberta Agriculture, Food and Rural Development, spoke of '<b>Ropin Knowledge and Herdin' Cats...</b>and how this project contributes to support the knowledge as Alberta's agriculture and food industry's competitive edge.</li> <li>➤ <b>Breaking the Bargain</b> by <b>Donald Savoie</b> was the topic of this year's book colloquium held on March 9, 2004. <b>Dr. Rodney Schneck</b>, Faculty of Business, University of Alberta led the discussion of the book, which deals with the evolving nature of the relationship between the administrative and the political relationships in our system of parliamentary government.</li> <li>➤ In May, 2004, the New Public Servants invited their colleagues as well as the mature sector of the IPAC membership to join them in a dinner and discussion with</li> </ul>

		<p>guest speaker, <b>Janet Brown</b>. The theme was “<b>Rejuvenate! Innovate! and Celebrate!</b>”</p>
Fredericton	<p><b>Activities</b> <b>Activités</b></p>	<ul style="list-style-type: none"> <li>➤ <b>Dr. Michael C. Ircha</b>, Professor of Civil Engineering Associate Vice-President, University of New Brunswick was the recipient of the 2004 Lieutenant Governor's Award for Excellence in Public Administration. The Award Ceremony was held on June 10, 2004.</li> <li>➤ <b>Dr. Michael C. Ircha</b>, professeur de génie civil. Vice-président associé de Université de Nouveau Brunswick, a été le récipiendaire du Prix du lieutenant-gouverneur pour l'excellence dans l'administration publique de 2004. La cérémonie de remise du prix s'est déroulée le 10 juin à l'Ancienne résidence du Gouverneur.</li> </ul>
	<p><b>Membership</b> <b>Adhésion</b></p>	<ul style="list-style-type: none"> <li>➤ As of December 31, 2003 there were 152 members. (197 members on December 31, 2002. The Fredericton Group is able to sustain a high membership with a good program of events throughout the year and by focusing on a one-day Regional Conference, which also serves as a membership renewal event. The downward trend in membership is attributed to a downsizing of the Provincial Civil Service and the fact that the Group did not have a major workshop for over a year. The workshops tend to generate new membership.</li> <li>➤ Le 31 décembre 2003, nous comptons 152 membres. En comparaison il y en avait 197 le 31 décembre 2002. Le groupe régional de Fredericton a réussi à maintenir un nombre élevé de membres grâce à un programme d'activités offert tout au long de l'année et à l'attention accordée à un congrès d'une journée du groupe qui coïncide avec le renouvellement de l'adhésion. La tendance à la baisse du nombre de membres est attribuable à une compression d'effectifs dans la fonction publique provinciale et au fait que le groupe régional n'a pas tenu de colloque depuis plus d'un an. Ce colloque entraîne habituellement à l'adhésion de nouveaux membres.</li> </ul>
	<p><b>Program</b> <b>Programme</b></p>	<ul style="list-style-type: none"> <li>➤ September 24, 2003 <b>Climate Change - a Hot Topic</b> – Speakers: <b>Louise Comeau</b>, Program Directeur, FCM and <b>Chris MacPherson</b>, City of Fredericton. Climate change requires may different responses. The session has provided a glimpse into the responses, both nationally and locally.</li> <li>➤ « <b>Le changement climatique – Un sujet brûlant</b> », allocution présentée par <b>Mme Louise Comeau</b>, directeur des programmes, FCM et <b>Chris MacPherson</b>, Ville de Fredericton. Le changement climatique exige bien des réponses différentes. La séance a donné un aperçu des réponses tant à l'échelle mondiale que locale.</li> <li>➤ September 30, 2003, <b>Servicing Your Minister Effectively</b>. Speaker: <b>Kevin Malone</b>, Executive Council. (members only event). Mr. Malone brought insights, honesty and clarity to this topic.</li> <li>➤ Le 30 septembre 2003, <b>M. Kevin Malone</b>, greffier du Conseil Exécutif et secrétaire du Cabinet du Nouveau-Brunswick, a présenté l'allocution portant sur le thème: « <b>Servir les ministres avec efficacité</b> ». (membres uniquement pour cet événement). M. Malone a traité le</li> </ul>

		<p> sujet avec lucidité, honnêteté et clarté.</p> <ul style="list-style-type: none"> <li>➤ <b>Insights on Community Capacity Building</b> by <b>David Bruce</b>, Director, Rural and Small Town Programme, Mount Allison University was held on October 15, 2003. The presentation discussed practical issues related to community capacity building, drew on experiences of RSTP working in rural New Brunswick, and described the linkages between the public policy environment and community action in this regard.</li> <li>➤ La présentation « <b>Coup d’œil sur le renforcement des capacités communautaires</b> » par David Bruce, directeur, Rural and Small Town Programmes, de l’université Mount Allison, a porté sur les questions pratiques ayant trait au renforcement des capacités communautaires, a puisé dans l’expérience du RSTP qui est à l’oeuvre dans les régions du Nouveau-Brunswick, et a décrit les liens entre l’environnement de la politique publique et l’action.</li> <li>➤ The October 21, 2003 event was <b>Canada’s Community of Managers: Strengthening the Public Service</b> by <b>Stephen Lunney</b>, Director Saint John Tax Services Office, Atlantic Region, Canada Customs and Revenue Agency. This event discussed how this informal Community achieves significant results, including: uniting public sector managers and inspiring managers to build horizontal strategies while maintaining a client focus; promoting networking, sharing of best practices and quality learning in pursuit of management excellence; and maintaining a focus on results, while ensuring the ultimate goal is to better serve Canadians.</li> <li>➤ L’exposé de <b>M. Stephen Lunney</b>, directeur du Bureau des services fiscaux de Saint John, région de l’Atlantique, du 21 octobre, 2003 intitulé « <b>La communauté des gestionnaires au Canada : le renforcement de la fonction publique</b> » a expliqué comment cette communauté informelle obtient des résultats considérables : unifier les gestionnaires de la fonction publique et les inspirer à créer des stratégies horizontales, tout en maintenant un accent sur les clients ; promouvoir le réseautage, partager les meilleures pratiques et l’apprentissage de qualité en quête de l’excellence en gestion ; et maintenir l’accent sur les résultats, tout en assurant que le but ultime est de mieux servir les Canadiens et Canadiennes.</li> <li>➤ The October 24, 2003 workshop entitled <b>The New Public Servant: Looking Ahead, Looking Around, Looking Back</b> was a one-day event. The workshop theme explored the growing challenge for public administrators: recruitment and retention of new professionals and the importance of maintaining a balance between work and life. A few of the speakers were: <ul style="list-style-type: none"> <li><b>Alphonsus E. (Fonse) Faour</b> the then Chair and Chief Executive Officer of the Public Service Commission of Newfoundland and Labrador;</li> <li><b>Brian Marson</b>, Senior Advisor Public Service Excellence and Innovation with the Treasury Board Secretariat;</li> <li><b>Laura Freeman</b>, Deputy Minister of the Office of Human Resources;</li> <li><b>Dr. Daniel F. Coleman</b>, Dean of Faculty of Administration at the University of New Brunswick, and a Professor of Management;</li> </ul> </li> </ul>
--	--	---

		<p><b>Chris MacPherson</b>, Assistant City Administrator;  <b>Joel Richardson</b>, working with the New Brunswick Department of Tourism and Parks as a Project Executive, and as Councillor with the City of Fredericton.</p> <ul style="list-style-type: none"> <li>➤ The January 29, 2004 session was titled <b>Embracing Innovation</b> by <b>Cecil Freeman</b>, Business New Brunswick. Creating an innovation agenda was one of the specific action items set out in “<i>Greater Opportunity: New Brunswick’s Prosperity Plan.</i>”</li> <li>➤ « <b>Choisir l’innovation</b> » par <b>Cecil Freeman</b>, Entreprises Nouveau-Brunswick, était le thème de cet événement du 29 janvier 2004. La création d’un programme d’innovation était l’une des mesures précises énoncées dans « <i>Vers un meilleur avenir : le plan de prospérité du Nouveau Brunswick</i> ».</li> <li>➤ <b>Values and Ethics Guiding the Public Servant</b> was the February 18, 2004 event. <b>Ralph Heintzman</b>, Vice-President, Office of Public Service Values and Ethics, Public Service of Canada Human Resources Management Agency. A case study in small groups was incorporated in this educational session, which was completed by a round table involving skilled and knowledgeable managers from various fields discussing actual regional dealings.</li> <li>➤ <b>The Annual General Meeting</b> was held on March 25, 2004. It was preceded by an event titled <b>The Evolution of Intellectual Infrastructure</b> by <b>Don Fitzgerald</b>, Executive Director of Team Fredericton, the City of Fredericton’s Economic and Community Development Department. The City of Fredericton embarked on an ambitious wireless project to make Internet access available to its citizens and business community while “roaming” the City. Individuals will no longer need to be wired to their desks to be connected. This presentation showed how the City was able to do this and where they see the demand for Intellectual Infrastructure is going.</li> <li>➤ <b>L’assemblée générale annuelle</b> s’est déroulée le 25 mars 2004. L’AGA a été précédée par une allocution de <b>M. Don Fitzgerald</b>, directeur général de l’Équipe Fredericton, intitulée « <b>L’évolution de l’infrastructure intellectuelle</b> ». La ville de Fredericton s’est lancée dans un projet sans fil ambitieux pour assurer un accès à Internet à tous ses citoyens et aux membres du milieu d’affaires durant leurs déplacements en ville. Il ne sera plus nécessaire d’être assis à son bureau pour être connecté. Cette présentation a démontré comment la ville a réussi à le faire et savoir ce qu’elle croit qu’il adviendra de la demande liée à l’infrastructure intellectuelle.</li> <li>➤ The April 15, 2004 Workshop was titled <b>2004 IPAC/HRANB Fredericton Workshop “The Magic of Motivation: Inspiring Practice, Performance, and Success.</b> This session presented three notable speakers who shared their professional opinions, provocative views, and keen insights. The speakers were:  <b>Margaret E. Wall</b>, BA, M.Ed., an adult educator and learning specialist;  <b>Regena Farnsworth</b>, an Associate Professor in the faculty of Business at UNBS’J and former faculty member of the College of Business at the University of Texas; <b>Linda Duxbury</b> is a Professor at the School of Business, Carleton University.</li> </ul>
--	--	--

		<ul style="list-style-type: none"> <li>➤ <b>Lunch with the Premier</b> was the May 19, 2004 event, the last conference of the season. <b>Premier Bernard Lord</b> did a short presentation and then answered questions from the floor.</li> <li>➤ <b>Déjeuner avec le premier ministre</b> a été le dernier déjeuner-conférence de la saison organisé le 19 mai 2004. Le premier ministre <b>Bernard Lord</b> a fait une courte présentation et a répondu ensuite aux questions des participants.</li> </ul>
<b>Hamilton</b>	<b>Activities Activités</b>	<ul style="list-style-type: none"> <li>➤ In November 2003, the National Capital, in conjunction with Toronto and Hamilton Regional Groups, awarded the Lieutenant Governor's Award to <b>Mr. Gerald Thompson</b>, the Chief Administrative Officer of the City of Waterloo.</li> </ul>
	<b>Membership Adhésion</b>	<ul style="list-style-type: none"> <li>➤ The Hamilton Regional Group's goals are to increase membership from 90 to 100. The membership strategy includes, among others, to ask members to ask three people who might be interested in IPAC to attend the meetings; to reach out to the influx of new academics in the field of public administration across the various universities and encourage their students to become members of IPAC. In addition, to reach out to practitioners at those levels outside of the ones which are already strongly represented – municipal and regional.</li> </ul>
	<b>Program Programme</b>	<ul style="list-style-type: none"> <li>➤ On October 24, 2003 <b>Art Daniels</b>, Senior Manager, International Public Service, Bearing Point Consultants, engaged the audience with his "<b>Citizen Centred Services</b>" presentation. Mr. Daniels addressed improving access to government services in the context of single window initiatives. Sharing his experience in developing e-government services across the country and internationally, he noted that Canada is seen as a leader, at all levels of government, in increasing accessibility to government services and information.</li> <li>➤ November 21, 2003 Burlington – Impacts of the Municipal Election</li> <li>➤ The November 28, 2003 session provided an opportunity for professional development. <b>Irene Babaric</b> of MediaPrep provided advice on establishing and maintaining excellent media relations, reminding us "<b>Nothing is Off the Record</b>".</li> <li>➤ The January 30, 2004 event "<b>Experiencing the Group Floor – Becoming a New Professional in the Public Sector</b>" drew the attention of young professionals and students. A panel of new young professionals from the political (<b>Elka Gesink Walsh</b>) former Executive Assistant, Minister of Colleges and Universities, Government of Ontario) legislative (Jason Hagan, former legislative intern with the Legislative Assembly of Ontario), and administrative (<b>Valentina Standovic</b>, Ministry of the Attorney General and <b>Gino diGiorgio</b>, Human Resources, Government of Ontario) arenas shared experiences and advice in launching public service careers.</li> <li>➤ February 20 – or March 19, - International Opportunities</li> <li>➤ On April 16, 2004 <b>James Kilgour</b> associate Emergency Management Coordinator, City of Hamilton led an interactive half-day session on "<b>Emergency Management in the New Normal</b>". Delivered in a workshop format, the</li> </ul>

		<p>group analyzed how the expectations of the public have changed since September 11, 2001 and government's need to respond differently and more effectively in such situations.</p> <ul style="list-style-type: none"> <li>➤ The series concluded on May 28, 2004 with a joint presentation by <b>Chris Murray</b>, Acting Director, Reg Hill Valley Project, City of Hamilton, and <b>Paul Williams</b>, a lawyer and negotiator involved in the recovery and protection of land, right, sacred objects and burials involving the indigenous nations of the Great Lakes watershed. The event entitled "<b>Stakeholder Engagement – The Six Nations/Hamilton Agreements: Navigating the River of Life by Working Together at a Respectful Distance</b>" explored the use of mutual gains approach to stakeholder engagement.</li> </ul>
<b>Manitoba</b>	<b>Activities</b>	<ul style="list-style-type: none"> <li>➤ On October 21, 2003, friends, acquaintances, and former students gathered at the Legislative Building to pay tribute to <b>Paul Thomas</b>, Duff Roblin Professor of Governance, of the Political Studies Department of the University of Manitoba, and to congratulate him on his latest distinction. In August 2003, Professor Thomas was invested with IPAC National's Vanier Medal in honour of his outstanding contribution to the public service.</li> </ul>
	<b>Membership Adhésion</b>	<ul style="list-style-type: none"> <li>➤ Manitoba's membership numbers have remained consistent, hovering at just under 200 members . There has been a notable increase in the percentage of new professional members – this is due to the tremendous efforts of their New Professionals and Programming Committees.</li> </ul>
	<b>Program Programme</b>	<ul style="list-style-type: none"> <li>➤ <b>Defence Ethics: A Values-Based Program for Military and Civilian Personnel</b> was the title of the October 30, 2003 event. Major Denis Beauchamps of the Department of National Defence (DND), introduced IPAC participants to the way DND developed their ethics. He explained that the DND decided to reconstitute their ethics guidelines in tandem with international trends resulting from events as early as Watergate.</li> <li>➤ <b>Challenges in Performance Measurement was the topic of the</b> December 3, 2003 event. IPAC Manitoba and the Canadian Evaluation Society hosted <b>Greg Mason</b>, Managing Partner of Prairie Research Associates. He discussed the challenges associated with performance measurement within the public sector in light of the increasing number of resources that have been allocated to performance measurement.</li> <li>➤ <b>Dr. Greg Mason</b> delivered a half-day workshop following the workshop on December 3, 2003 titled <b>The Importance of Evaluation: Cost Effectiveness/Cost Benefit Analysis</b> He provided insight on the main theoretical and applied issues in using cost-effectiveness and cost-benefit techniques within the public service.</li> <li>➤ On January 22, 2004 new professionals and career public servants from all three levels of government converged at the Sheraton Winnipeg for an inspiring and motivating luncheon presentation by IPAC President <b>Judy Rogers</b>. The presentation, entitled <b>The Use of Partnerships and Networking to Win the 2010 Bid</b>, was moderated by</li> </ul>

		<p><b>Annitta Stenning</b>, Chief Administrative Officer for the City of Winnipeg.</p> <ul style="list-style-type: none"> <li>➤ On February 19, 2004. IPAC hosted a luncheon presentation featuring <b>Todd P. Schwartz</b>, U.S. Consul and Principal Officer at the U.S. Consulate in Winnipeg, Manitoba. Mr. Schwartz discussed <b>Canada – U.S. Relations and the role of the U.S. Consulate in Winnipeg.</b></li> <li>➤ On March 18, 2004 a wine &amp; cheese reception was held at the Annual General Meeting.</li> <li>➤ On April 22, 2004 <b>Calibrating Your Ethics GPS for Navigating Daily Choices: Ethics and Values in Today's Public Sector Organizations</b> was the topic of the Annual Forum. The three keynote speakers were <b>Janice Cochrane</b>, President, Canadian Centre for Management Development; <b>Alison Dempsey</b>, Director, Programs and Project Development; <b>Sheldon Chumir</b> Foundation for Ethics in Leadership; and <b>Arthur Schafer</b>, Director, Centre for Professional and Applied Ethics, University of Manitoba. The program featured sessions addressing the topics on ethics in leadership, disclosure of wrong-doing in the workplace, conflict of interest, improving the public trust, personal perspectives on common values and reconciling conflicting values.</li> </ul>
<b>Moncton</b>	<b>Adhésion</b>	<ul style="list-style-type: none"> <li>➤ <b>Plan d'action:</b> <ul style="list-style-type: none"> <li>• Recueillir davantage d'informations au sujet des membres pour favoriser des activités de réseautage; chercher à mieux identifier les besoins des membres actuels et futurs; mettre en place un système de mentorat pour les nouveaux professionnels et les étudiantes et étudiants.</li> <li>• Afin d'accroître le membership, il fut également convenu de revenir à une pratique antérieure en ce qui a trait aux frais d'inscription à l'activité principale de l'année c'est-à-dire un prix pour les membres et un prix pour les non-membres qui comprenne automatiquement l'adhésion à l'IAPC.</li> </ul> </li> </ul>
	<b>Programme</b>	<ul style="list-style-type: none"> <li>➤ Le 18 février 2004 s'est tenue une journée de réflexion portant sur le thème « <b>Les valeurs et l'éthique dans la vie du fonctionnaire</b> » en compagnie de <b>M. Ralph Heintzman</b>. Cette conférence a été organisée par le groupe de Moncton en partenariat avec la Faculté des arts et des sciences sociales de l'Université de Moncton et, Vice-président du Bureau des valeurs et de l'éthique de la fonction publique Agence de gestion des ressources humaines de la fonction publique du Canada.</li> <li>➤ Le 27 novembre 2003 le Département d'administration publique du Campus de Moncton et le groupe de Moncton de l'IAPC ont organisé une table ronde autour du dernier ouvrage de <b>Donald J. Savoie</b>, titulaire de la Chaire Clément-Cormier en développement économique et directeur de l'Institut canadien de recherche sur le développement régional, intitulé « <b>Breaking the Bargain</b> ». Ce livre décrit la détérioration du modèle de neutralité politique et propose des pistes de solutions à ce problème.</li> <li>➤ Un dîner-causerie portant sur le thème « <b>Bâtir un organisme public innovateur en temps difficiles</b> » a</li> </ul>

		été organisé le 10 juin 2004 en compagnie de <b>Brian Marson</b> , Conseiller principal du Secrétariat du Conseil du trésor du Canada. Cette allocution s'adressait aux gestionnaires et professionnels du secteur public.
Montréal	Activités	<p>➤ <b>Le programme Jeune Fonctionnaire d'un jour</b> Le programme Jeune fonctionnaire d'un jour est un organisme à but non lucratif panquébécois. Le programme Jeune fonctionnaire d'un jour est actif à Montréal depuis 1999. Depuis, plus de 1500 stages ont été organisés dans la région métropolitaine.</p> <p><b>Voici les principaux faits saillants de l'édition 2004 du programme Jeune fonctionnaire d'un jour pour la région de Québec</b></p> <ul style="list-style-type: none"> <li>• <b>503 stages</b> ont été organisés au sein des ministères et organismes publics, comparativement à 266 lors de l'édition 2003.</li> <li>• <b>21 écoles</b> ont participé au programme cette année, soit 10 de plus que lors de la première édition.</li> <li>• <b>88 ministères et organismes</b> ont accueilli des stagiaires, soit près du double des organismes qui avaient participé l'année dernière (46).</li> <li>• <b>113 métiers différents</b> ont été explorés dont certains métiers moins traditionnels.</li> <li>• Évaluation des élèves et des parrains 2003-2004 : Élèves : 79 % des fiches reçues, <b>97 % des élèves recommandent</b> la participation au programme.</li> <li>• Parrains : 79 % des fiches reçues, <b>100% des parrains recommandent</b> la participation au programme.</li> </ul>
	Adhésion	<p>➤ Diverses formules pour fidéliser les personnes qui assistent aux activités de l'IAPGM ont été mis sur pied. La cotisation à l'IAPC de 150 \$ par année reste entièrement au national. Une décision a été adoptée de créer une cotisation régionale moins coûteuse qui ne permet pas de recevoir les écrits de l'IAPC mais qui permet aux personnes qui adhèrent de payer le prix du membre aux activités du groupe de Montréal. De plus, la formule de billet de saison et des forfaits de groupe a été révisée. Les efforts ont porté fruit puisque la moyenne de participation aux activités s'est accrue de 60%.</p>
	Programme	<p>➤ Le 25 septembre 2003 lors du déjeuner-causerie sur le thème : « <b>Le gestionnaire public face à l'apprentissage continu</b> », <b>M. Marc Lafrenière</b>, sous-ministre, Développement économique Canada, région du Québec et <b>M. Adrien Payette</b>, auteur, chercheur et consultant ont permis de comprendre comment se vit pour les gestionnaires publics la quête d'un apprentissage continu.</p> <p>➤ À l'occasion du dîner-causerie du 31 octobre 2003 sous le thème « <b>Réorganiser l'appareil public....</b> », l'<b>Honorable Monique Jérôme-Forget</b>, Présidente, Conseil du trésor du Québec Développement économique du Canada, a provoqué une réflexion sur la réorganisation de l'appareil public pour le recentrer sur l'essentiel et en accroître l'efficacité.</p> <p>➤ « <b>Comment définir des indicateurs de résultats dans le secteur public</b> » a été le thème de la conférence du 27 novembre 2003. <b>M. Robert Oliver</b>, Directeur exécutif,</p>

		<p>Société de transport de Montréal et <b>M. Robert Maheu</b>, Directeur, Ministère de l'Éducation du Québec, conférenciers, ont permis d'identifier les bons procédés de travail pour définir les indicateurs pertinents, signifiants et conviviaux.</p> <ul style="list-style-type: none"> <li>➤ Le 29 janvier 2004, le dîner-conférence portant sur le sujet « <b>Gérer des contrats avec le secteur privé : défis et recommandations</b> ». Deux conférenciers fort de leur expérience, <b>M. Jacques Henry</b>, vice-président (Commission de la Santé et de la Sécurité du travail) et <b>Mme Francine Sénécal</b>, vice-présidente (Comité exécutif de la Ville de Montréal) ont répondu à plusieurs interrogations à savoir : Quel est le risque attaché à ces contrats ? Comment s'assurer du maintien permanent des services ?, etc....</li> <li>➤ Le 4 mars 2004. Dîner-conférence sur le thème : « <b>Les effets des bulletins de performance sur l'organisation</b> » Les conférenciers, <b>M. Yves Poirier</b>, directeur général, CLSC de la Petite Patrie et <b>Mme Danielle Lacasse</b>, directrice retraitée, CSDM, ont soulevé une question pertinente : « Ces bulletins stimulent-ils la performance ou servent-ils d'éléments démoralisant ? ».</li> <li>➤ <b>Le Colloque Annuel</b> dont le thème « <b>Améliorer l'imputabilité pour réduire le «déficit démographique» et accroître la performance</b> », s'est tenu le vendredi, 30 avril 2004 sous la présidence de <b>M. Luc Bernier</b>, Directeur de l'enseignement et de la recherche ENAP, <b>M. Guy Peters</b>, professeur – Université de Pittsburg, <b>M. Guy Moreau</b>, Président directeur général de la Régie des rentes du Québec. Ce Colloque a fait le bilan des expériences au gouvernement du Canada, provinces canadiennes et à l'étranger.</li> </ul>
<b>National Capital Region/ Région de la capitale nationale</b>	<b>Activities/ Activités</b>	<ul style="list-style-type: none"> <li>➤ In November 2003, the National Capital, in conjunction with Toronto and Hamilton Regional Groups, awarded the Lieutenant Governor's Award to <b>Mr. Gerald Thompson</b>, the Chief Administrative Officer of the City of Waterloo</li> </ul>
	<b>Membership/ Adhésion</b>	<ul style="list-style-type: none"> <li>➤ Increasing the membership base is of critical importance to the sustainability of the IPAC-NCR group. However, they have had to cope with changes to Treasury Board policy which restricted the extent to which the employer would pay for membership services. For the period ending December 31, 2003, the total membership of the National Capital Region was 317, a decline of approximately 5 percent. However, the number of new members increased from 69 in 2002 to 84 in 2003, which they believe is linked to the increased profile that the regional group has developed as a result of their diverse mix of programs.</li> </ul>
	<b>Program/ Programme</b>	<ul style="list-style-type: none"> <li>➤ On September 9, 2003 <b>Tony Dean</b>, Secretary of the Cabinet, Head of the Ontario Public Service, and the Clerk of the Executive Council spoke on "<b>Reflections on Public Service from Ontario's Secretary of Cabinet.</b>" Mr. Dean reflected on his experience in the public service and on the challenges that face the future. In particular, he focused on the importance of creating horizontal linkages across jurisdictions, maintaining a highly motivated</li> </ul>

		<p>professional and non-partisan public service, innovation and recognition, and provided advice to young or new public servants.</p> <ul style="list-style-type: none"> <li>➤ On September 16, 2003 Mr. <b>Alex Himelfarb</b>, Clerk of the Privy Council Office and Secretary to the Cabinet met with the IPAC-NCR, in an event that was structured as a networking/mixing opportunity. The attendance was over 120 persons. It was evidently stimulating both for the Clerk and attendees.</li> <li>➤ <b>Canada-European Union Relations in Challenging Times</b> was the title of the November 19, 2003 event. <b>Mr. Eric Hayes</b>, the European Union Head of Mission to Canada spoke about European Union-Canada relations. Given that both Canada and EU must come to grips with a host of international challenges, including: environmental issues (Kyoto Accord), the war on Iraq, trade liberalization, and security and terrorism concerns, Ambassador Hayes shared his thoughts on how these and other key challenges will influence EU-Canada relations now and in the future.</li> <li>➤ On January 21, 2004 NCR, in concert with the <i>Society for International Development</i> (SID), had a panel session on the impact of globalization on development in South and South-East Asia titled <b>Globalization and Development in Asia: Challenges and Opportunities</b>. The panel featured <b>Mr. Gurbachan Singh</b> (Political Counsellor, High Commission of India), His <b>Excellency Suvidhya Simaskul</b> (Ambassador of Thailand), His <b>Excellency Eki Syachrudin</b> (Ambassador of Indonesia) and Dr. Elliot Tepper (Professor of Political Science, Carleton University). The session was moderated by <b>Mr. Richard Beattie</b>, International Development Consultant and former Senior Executive with the Canadian International Development Agency. The panel discussed the present challenges facing development in South and South-East Asia in an era of increased globalization and how both governments and civil society can work towards meeting these challenges.</li> <li>➤ "<b>The Politics of Public Management</b> was the title of the March 18, 2004 event. <b>David A. Good</b> (Ph.D., University of California, Berkeley) is an adjunct professor of Public Administration at the University of Victoria and is the author of <i>The Politics of Public Management: The HRDC Audit of Grants and Contributions</i>. He provided his perspective of the behind-the-scenes situation at HRDC and how to share his prescription for new directions in the management of public expenditures. In particular, he shared his insights about the interrelationship between the public service, ministers, the Office of the Auditor General, members of Parliament and the media.</li> <li>➤ The first New Professionals event titled <b>Public Service Values and Ethics Workshop</b> was held on April 7, 2004. The speakers were Mr. <b>Ralph Heintzman</b>, Vice-President, Public Service Values and Ethics Public Service Human Resources and Management Agency and <b>Professor Stephen Maguire</b>, Ph.D. Director of Organizational Values and Ethics, Sprott School of Business, Carleton University. This session was a learning and networking workshop on values and ethics in public service. Participants learned about the difference</li> </ul>
--	--	---

		<p>between values, ethics, and morality, as well as how they function in organizations. They also had the opportunity to discuss and debate practical values and ethics case studies in an effort to put theory into practice. Finally, participants learned values and ethics can be incorporated into everyday work-related decisions.</p> <ul style="list-style-type: none"> <li>➤ In April 2004, the NCR held their <b>Annual General Meeting</b> (AGM). Mr. Vic Pakalnis was awarded the Regional Group Award of Merit, in recognition of the support that he has provided to regional group, and for the outstanding example of public service that he represents. In addition, Mr. Scott Kemp, a student from Queen's University was awarded the National Capital Region student essay award and presented with a cheque for \$500.00 and a membership in IPAC.</li> </ul>
<p><b>Newfoundland &amp; Labrador</b> <b>Terre-Neuve et Labrador</b></p>	<p><b>Program/ Programme</b></p>	<ul style="list-style-type: none"> <li>➤ The Community Accounts: The Journey and Future Directons of a Newfoundland and Labrador Innovation was the title of the September 29, 2003 event. The speakers were: <b>Mr. Alton Hollett</b>, Director, Newfoundland and Labrador Statistics Agency Government of Newfoundland and Labrador and <b>Dr. Douglas May</b>, Professor of Economics, Memorial University of Newfoundland. The Community Accounts was developed by the Newfoundland and Labrador Statistics Agency, Department of Finance, in partnership with Memorial University and the Strategic Social Plan.</li> <li>➤ The 2003 Fall Symposium was entitled <b>Empty nets to empty Nests - Public Policy Options on the Future of Rural Newfoundland and Labrador</b>. A Panel Discussion took place on October 29, 2003. Over the past decade, there has been a dramatic decline in population and significant out migration from rural to urban communities of the Province or to other parts of Canada from Newfoundland and Labrador. The declining birthrate and aging population is creating challenges to provide sustainability of public service throughout the Province.</li> <li>➤ On February 18, 2004 a luncheon event was titled <b>Executivus extinctus: Importance of continuous and Lifelong Learning for Managers</b> with <b>Mr. Bill Morrissey</b>, Director, Centre for Management Development, Memorial University of Newfoundland as the speaker. Mr. Morrissey's primary role encompasses the strategic direction of the Centre as it relates to the development of management expertise within the province of Newfoundland and Labrador, Canada and abroad.</li> <li>➤ <b>Her Majesty v. Drew et al.: Aboriginal Land Claims and the Importance of Historical Context</b> was the March 10, 2004 event. The speaker was <b>Mr. Donald H. Burrage, Q.C.</b>, General Counsel and Director, Civil Litigation Department of Justice, Government of Newfoundland and Labrador. In 1995, Mr. Burrage, as lead Counsel for the Province, entered into a litigation process involving the Miawpukek Band of Conne River, the first Mi'kmaq land claim on the island, <i>Her Majesty v. Drew et al.</i> From 1996 to 2002, this judicial/historical inquiry generated some 150,000 pages of historical evidence, encompassing some 2,000 primary documents that were either transcribed from English, or translated from French, Basque, Portuguese, or</li> </ul>

		Dutch. To date, <i>R. v. Drew</i> is among some of the largest legal historical investigations in the area of Aboriginal Rights.
<b>Nova Scotia Nouvelle-Écosse</b>	<b>Activities Activités</b>	<ul style="list-style-type: none"> <li>➤ <b>Public Sector Capacity Building for Governance and Social Development Program</b> Since 1996, IPAC - Nova Scotia Chapter, has been working with the Ministry of Home Affairs, Indonesia. This has included delegations from each country visiting back and forth on an annual basis, exchanging information and ideas. The funding from this IPAC International Program has been through CIDA. The goal of this program is to foster responsive, democratic governance and an enabling environment for sustainable development and poverty reduction.</li> <li>➤ On February 2004 there was a Wine and Cheese Reception at the 5th Atlantic Conference on Public Administration, <b>Mr. Bill Greenlaw</b>, Regional IPAC Chair provided opening remarks at the Conference and spoke on <b>Change Management within the NS Heritage Division:</b> At the reception <b>Mr Ziad Haddad</b> spoke on the value of IPAC from a new professionals perspective.</li> </ul>
	<b>Program Programme</b>	<ul style="list-style-type: none"> <li>➤ On September 2003, Dalhousie School of Public Administration (SPA) held an annual Orientation Luncheon Co-hosted with the IPAC-N.S. Regional Group. Ms. <b>Vicki Harnish</b>, NS Public Service Commissioner, spoke on the value of a public service career and future employment opportunities. <b>Mr. Bill Greenlaw</b>, Regional IPAC Chair, spoke on the value of IPAC and why the students should consider becoming members: 50 people in attendance.</li> <li>➤ On December 2003, <b>Tom Ward</b>, DM Health, Global Policies on Health Care presented on the international policy trends and their impacts on health policy. Dr. Ward also spoke on the need for strong policy capacity within government.</li> <li>➤ The Annual General Meeting was held on June 25, 2004.</li> </ul>

<p>PEI Î.-P.-É.</p>	<p><b>Program/ Programme</b></p>	<ul style="list-style-type: none"> <li>➤ <b>PEI's Contribution to a Global Vision</b> was the September 2, 2003 event with <b>Martin Rutte</b>. Martin Rutte is an acknowledged master at coaching individuals and organizations in discovering and succeeding in their Visions. He was the first Canadian to address The Corporate Leadership &amp; Ethics Forum of the Harvard Business School.</li> <li>➤ On October 7, 2004 <b>Peter Buker</b>, Ph.D spoke on the topic <b>Innovative Organizations</b>. The presentation was based on 15 case studies identified by IPAC members across Canada as continuously-innovative public-sector organizations.</li> <li>➤ In November IPAC partnered with the PEI Managers Network for a well-attended session on <b>Enhancing Accountability in the Workplace</b> by <b>David Irvine</b>.</li> <li>➤ In December the Prince Edward Island Regional Group presented the P.E.I. Lieutenant Governor's Award to <b>Keith Hilliar</b> of Veteran's Affairs Canada.</li> <li>➤ <b>The Crossing Boundaries Initiative</b> was the January 27, 2004 event. <b>Don Lenihan</b>, Secretary to the Crossing Boundaries National Council and Executive Director of the KTA Centre for Collaborative Government spoke of the national Crossing Boundaries Project which looks at using technology to work more effectively within government and new ways of connecting to citizens.</li> <li>➤ On March 23, 2004 hosted <b>Michael Mayne</b>, Senior Research Officer and Lead Scientist at the National Research Council Institute for Nutriscience and Health. He brought the participants up to date regarding the new National Research Council center for nutrition and health and his plans for the facility.</li> <li>➤ The Annual General Meeting was held on June 21, 2004. <b>Mark Belfry</b>, Director, Access PEI – PEI Department of Development presented a comprehensive overview, with photos, of IPAC's International Programs. Also at this event <b>Dr. Richard Kuriel</b> presented an award to the student with the highest standing of the UPEI Public Administration Program.</li> </ul>
	<p><b>Membership/ Adhésion</b></p>	<ul style="list-style-type: none"> <li>➤ Membership is up slightly to 33 individuals but the core client group is much higher.</li> </ul>

Québec	Activities/ Activités	<p>Chaque année, l'Institut d'administration publique de Québec souligne les réalisations remarquables du secteur public et rend hommage à ceux et celles qui en sont les maîtres d'œuvre.</p> <ul style="list-style-type: none"> <li>➤ Le 28 octobre 2003 à l'Hôtel Hilton Québec s'est tenu le Gala des <b>Prix d'Excellence de l'administration publique</b>. Le <b>Prix Hommage 2003</b> a été décerné à <b>M. Jean Pronovost</b>, Sous-ministre du Développement économique et régional, au gouvernement du Québec. Le discours d'ouverture et de fermeture ont été prononcés par M. André Matte, Président de l'IAPQ, suivi du discours de Mme Monique Jérôme-Forget, Présidente du Conseil du Trésor et Ministre responsable de l'administration gouvernementale.</li> <li>➤ <b>Les Prix Réalisation</b> sont remis à des personnes et à des équipes responsables de réalisations dont l'impact positif a retenu l'attention du milieu. Cette année les gagnants des prix Réalisation 2003 ont été: <ol style="list-style-type: none"> <li>1. <b>Secteur Education</b>: La Commission scolaire de la Beauce-Etchemin pour la « Reproduction d'objets historiques datant de la période de la Nouvelle-France »</li> <li>2. <b>Secteur Fonction publique</b>: Le ministère de l'Emploi, de la Solidarité sociale et de la Famille pour « Ma place au soleil »</li> <li>3. <b>Secteur Monde Municipal</b>: La Société de transport de Montréal pour « Harcèlement psychologique et violence en milieu de travail »</li> <li>4. <b>Secteur Santé et Services Sociaux</b>: Le Regroupement des CLSC-CHSLD et la RRSSS de la Montérégie pour « Harmonisation des pratiques du programme Soutien à domicile des CLSC »</li> </ol> <b>Le Prix Travail étudiant</b> a été décerné à M. Abdelali Abdessadek pour son travail intitulé « Identification des principes et des règles de base pour un système efficace de classification des plaintes ».</li> </ul>
	Membership/ Adhésion	<ul style="list-style-type: none"> <li>➤ Le Conseil d'administration de l'IAPQ a maintenu les deux orientations suivantes pour l'année 2003: <ul style="list-style-type: none"> <li>• Maintenir deux types de membership pour mieux répondre aux besoins diversifiés des membres;</li> <li>• Viser une participation minimale de 200 personnes aux activités de l'Institut.</li> </ul> </li> </ul> <p>Dans le cadre du plan stratégique, il est prévu de poursuivre une réflexion sur les services aux membres.</p>
	Program/ Programme	<ul style="list-style-type: none"> <li>➤ Le 2 octobre 2003 s'est tenue la Conférence intitulée: « <b>Le choc des générations</b> ». Cette allocution a été prononcée par <b>M. Bernard Arcand</b>, Professeur au département d'anthropologie, Université Laval. Cette première conférence vise à donner une vue d'ensemble de l'impact de la transition démographique sur les administrations publiques. Les organisations feront bientôt face à un renouvellement important de leur effectif. Comment se préparer à cette nouvelle réalité qui provoquera un choc des générations et un choc des valeurs !</li> <li>➤ « <b>Renouveler l'organisation du travail</b> » était le thème de la conférence qui s'est tenue le 20 novembre 2003.</li> </ul>

		<p><b>Jean-Guy Bouthot</b>, Associé principal, Groupe Conseil IDE a soulevé plusieurs questions. Face aux multiples pressions environnementales, tant externes qu'internes, il faut se demander si le modèle actuel d'organisation du travail est toujours adéquat et s'il répondra aux impératifs d'un futur proche. Des organisations, autant publiques que privées, expérimentent déjà de nouveaux modèles et façons d'organiser le travail. Quelles sont les leçons à tirer de ces nouvelles expériences? Quels sont les facteurs critiques à considérer pour remodeler l'organisation du travail?</p> <ul style="list-style-type: none"> <li>➤ Le 21 janvier 2004, <b>M. Réal Jacob</b>, Professeur titulaire, HEC Montréal, a prononcé l'allocution: « <b>Le transfert des connaissances</b> » Les connaissances se construisent, se systématisent et se transforment. Toutes les organisations ont accumulé des décennies d'expérience de travail lesquelles demeurent non écrites. Comment transférer ces connaissances lorsqu'il y aura une accélération du renouvellement de l'effectif et une mobilité accrue de la main-d'œuvre ?</li> <li>➤ 1er avril 2004, la conférence intitulée: « <b>Une stratégie d'attraction de la main-d'oeuvre</b> » a été présentée par <b>M. Guy Delisle</b>, Directeur - Gestion de la performance des cadres supérieurs Alcan a soulevé plusieurs questions pertinentes à savoir: « Quelle stratégie adopter pour attirer, retenir et mobiliser les employés ? Comment attirer les meilleurs éléments dans un contexte de forte concurrence ? Quelles leçons tirer des stratégies du secteur privé ? Comment maintenir la mobilisation du personnel en place dans un contexte de recrutement? Les employés sont-ils en voie de devenir des mercenaires ou demeurent-ils engagés dans la réalisation des objectifs de leur organisation ?</li> <li>➤ La conférence: « <b>L' éthique dans les grands organismes : dialogue et leadership</b> » s'est tenue le 29 avril 2004. <b>M. Thierry Pauchant</b>, Professeur titulaire de la Chaire de management éthique HEC Montréal a attiré l'attention sur le rôle primordiale que l'éthique joue de plus en plus dans les organisations. Elle contribue à éclairer les décisions pour lesquelles les cadres de référence sont de moins en moins normés. Dans un environnement de gestion en mutation, peut-elle aider à faire face aux défis posés notamment par le choc des valeurs provoqué par le renouvellement massif de l'effectif, par l'accélération de la circulation d'une information accrue et par le développement des technologies? Comment ces nouvelles réalités affecteront-elles les cultures organisationnelles et la capacité des gestionnaires à susciter l'engagement, le sens de l'appartenance et la loyauté des " troupes " ?</li> </ul>
--	--	---

Regina	<b>Activities</b> <b>Activités</b>	<ul style="list-style-type: none"> <li>➤ On September 17, 2003 <b>Mr. Dan Perrins</b>, Deputy Minister to the Premier, was honoured as the 2003 recipient of the Lieutenant Governor's Award for his distinctive leadership and contribution to Public Administration.</li> <li>➤ The Promising New Professionals Awards – 2003 The Promising New Professionals award is provided to individuals who have spent less than five years in public service, although they may have had careers in other sectors. The awards are presented to new public servants who demonstrate: <ul style="list-style-type: none"> <li>• leadership potential within the public service</li> <li>• the ideals and values of public administration, and</li> <li>• the ability and potential to continue and constantly improve on the work of public administration.</li> </ul> The selection criteria for this year's award included commitment to continuous learning, leading change or significant contribution to the work or a project of the organization, and community involvement. </li> <li>➤ The 2003 Recipients are: <b>Tim Marcus:</b> Tim is the Director of Finance for the City of Swift Current. Tim was honoured particularly for his ability to rise to the challenge of building and leading a strong team that implemented many new procedures and programs to make the City more responsive to citizens' needs. Mr. Marcus is active in the Swift Current sports community, coaching soccer and helping out with hockey and lacrosse teams. <b>Cory Hughes</b> is a Senior Industry Analyst with Saskatchewan Industry and Resources. Cory has a Masters of Business Administration from the University of Saskatchewan and a Bachelor of Science from the University of Regina. He was honoured for his high level of professionalism as he worked with important provincial stakeholders to achieve a new royalty structure for the uranium industry. Cory has been a United Way volunteer.</li> <li>➤ <b>Marty Spreacker</b> is Director of Programs and Finance in the Office of Northern Affairs, in LaRonge. His leadership potential and ability to create team atmosphere permeated all of the material we received in support of Marty's nomination for this Award. Marty was described as "a bridge between factions" for his ability to deal respectfully and effectively with diverse points of view. Marty is a member of the first graduating class of the Government of Saskatchewan's Aboriginal Management and Professional Internship Program, a candidate for the Masters in Business Administration degree at the University of Regina and was an active volunteer at the Rainbow Youth Centre.</li> </ul>
	<b>Program</b> <b>Programme</b>	<ul style="list-style-type: none"> <li>➤ An entertaining and informative social event was held on January 15, 2004. <b>Dan Perrins</b>, the Deputy Minister to the Premier, agreed to be IPAC's guest at an informal "fireside chat" - - an opportunity to exchange stories and insights about public service in the 20<sup>th</sup> century, as well as today.</li> <li>➤ The event <b>Power of Partnerships</b> was held on January 21, 2004. <b>Judy Rogers</b>, City Manager, City of Vancouver, spoke about the use of networking and partnerships to win the 2010 Olympic bid. Judy Rogers showed some</li> </ul>

		<p>inspirational video clips of the final presentations and selection of Vancouver as the host city. This event was sponsored by the New Professionals Network, a partnership of the Saskatchewan Public Service Commission, the Institute of Public Administration of Canada, the University of Regina, SIAST, the City of Regina, Crown Investments Corporation and the Government of Canada. This event was a very cost effective way to provide a learning opportunity while providing a forum for conversation about the workplace between new employees and more experienced public servants.</p> <ul style="list-style-type: none"> <li>➤ On February 26, 2004 there was a Round Table Discussion on <b>Ethics and Values in the Public Service</b>. The speakers were: <b>Brent Cotter</b>, Government Relations and Aboriginal Affairs, <b>David Malloy</b>, University of Regina, <b>Elaine Wass</b>, Western Economic Diversification, Government of Canada. This event was sponsored by the Regina Regional Group and Saskatchewan Public Service Commission.</li> <li>➤ A Book Launch and Panel Discussion called <b>E-Government Reconsidered</b> was sponsored by The Saskatchewan Institute of Public Policy (SIPP) and Regina Regional Group on April 6, 2004. The panelists were: <b>Dr. E. Lynn Oliver</b>, Government of Saskatchewan; <b>Wynne Young</b>, Chair of the Public Service Commission, Government of Saskatchewan; <b>Ian Peach</b>, Visiting Scholar, Saskatchewan Institute of Public Policy; Mr. <b>Larry Sanders</b>, Policy Advisor with the Government of Canada; and the moderator was <b>Dr. Raymond Blake</b>, SIPP Director.</li> </ul> <p>The E-Governance Symposium brought together practitioners and academics who had emerged as leaders in e-governance and related areas of research including information management, electronic service delivery, and e-democracy. The group applied their combined knowledge and expertise and, as a result of their efforts, a book titled <i>E-governance Reconsidered: Transformation of Governance for the Knowledge Age</i>, was ready for release. Editors <b>Dr. E. Lynn Oliver</b> and <b>Larry Sanders</b> hope the book will challenge governments at all levels to look beyond the simplistic appeal of technological "quick-fixes." The debates behind the scenes revealed by this publication show that the issues are not about "e" anything, but really about governance and public administration in the knowledge age.</p>
<b>Toronto</b>	<b>Activities/ Activités</b>	<ul style="list-style-type: none"> <li>➤ On Friday, February 20, 2004 a ceremony and reception was held for <b>Gerry Thompson</b>, Chief Administrative Officer, Region of Waterloo and recipient of 2003 Lieutenant Governor's Medal of Distinction in Public Administration. He spoke on "Reflections on Leadership".</li> </ul>
	<b>Membership/ Adhésion</b>	<ul style="list-style-type: none"> <li>➤ The TRG exceeded expectations in membership recruitment because of the Annual Conference. 136 new members joined IPAC from Toronto.</li> </ul>
	<b>Program/ Programme</b>	<ul style="list-style-type: none"> <li>➤ The September 18 event was titled the <b>Student Evaluation: The Power and Perils of Performance Management</b>. The speakers were Joan M. Green an international expert in student evaluation, and the former</li> </ul>

		<p>CEO of Education Quality and Accountability Office; <b>J.P. Boisclair</b>, a leader in the field of public accounting, performance measurement and accountability, and the Chair of Canadian Comprehensive Auditing Foundation; and <b>Dr. Graham Orpwood</b>, Professor of Education at York University, and Director of the York/Seneca Institute for Science, Technology and Education.</p> <ul style="list-style-type: none"> <li>➤ An event for New Professionals titled <b>Surviving and Thriving in the Public Service: Ethical Principles Revisited</b> was held on October 16, 2003. The speakers were <b>Ian Greene</b>, Professor of Political Science at York University; <b>Ted Glenn</b>, Program Coordinator of the Public Administration program at Humber College; and moderator <b>Carolyn Johns</b>, Ryerson University</li> <li>➤ The November 12, 2004 session on <b>The Role of the Professional Public Service During Times of Political Transition</b> was a great success with over 130 in attendance. In this session three distinguished panellists with experience in government transitions from both political and administrative points of view discussed their insights for an audience of public servants of federal, provincial and municipal governments. The panellists were <b>Graham White</b> - Chair, Political Science Department, University of Toronto; <b>Dan Burns</b> - former Deputy Minister, Province of Ontario; and <b>Michael Mendelssohn</b> - Senior Scholar, Caledon Institute of Social Policy; and former Deputy Minister in Ontario and Manitoba. The moderator was <b>Julie Mathien</b>.</li> <li>➤ On January 21, 2004 an event was held on <b>REFORMING GOVERNANCE : Finale of IPAC's series on Governance</b>. The panellists were <b>Dr. Guy Peters</b>, University of Pittsburgh; <b>Dr. Paul Thomas</b>, University of Manitoba; the commentator was <b>Ian MacDonald</b>, Professor, York University; and moderator <b>Kathryn Bouey</b>, Deputy Minister, Management Board Secretariat &amp; Secretary of Management Board, Government of Ontario.</li> <li>➤ Another event held for New Professionals was called "<b>New Professionals Driving A New Public Service</b>" was held April 23, 2004. With guest speakers, <b>Judy Rogers</b>, President of IPAC and City Manager of Vancouver and <b>Michelle DiEmanuele</b>, Deputy Minister and Associate Secretary of Cabinet, Centre for Leadership and Human Resources Management, Cabinet Office.</li> <li>➤ "<b>DANGEROUS TIMES Learning From SARS and the Blackout</b>" was the Friday, April 16, 2004 event with Guest Speakers: <b>Dr. Barbara Yaffe</b>, Acting Medical Officer of Health, City of Toronto; <b>Dr. James Young</b>, Commissioner of Public Safety and Security, Government of Ontario; <b>Graeme Jannaway</b>, President &amp; Chairman, Disaster Recovery Institute Canada; and the moderator: <b>Barry Gutteridge</b>, Commissioner of Works &amp; Emergency Services, City of Toronto. This session discussed what happens when normally reliable systems are impacted by catastrophic events and when we are called upon to deal with the non-routine. Power failures, infectious disease outbreaks, poisoned hot dogs in parks — all threaten public safety, security and confidence.</li> <li>➤ The May 14, 2004 event was "<b>Taking the Next Step: Building Your Public Service Management</b>". This session was structured to trigger dialogue between three</li> </ul>
--	--	--

		<p>"estates": learners, pursuing careers in public administration; institutional providers of learning and training services; and institutions that set the standards and offer formal transferable credentials related to public administration education. The session produced a remarkable expression of a public service learning culture in the Toronto Region, and also outlined a broad spectrum of channels and opportunities for pursuing development. The moderator was <b>Patrice Dutil</b>, Director of Research, IPAC and the panellists were: <b>Pat Walcott</b> - Director General, Service Delivery, Toronto/York Region, HRDC Canada; <b>Linda Clifford</b> - Director of Executive Development, Ontario Centre for Leadership, in the Provincial Government; <b>Tobias Novogrodsky</b>, a Corporate Policy and Management Consultant with the City of Toronto; and <b>Sandford Borins</b>, President, CAPP &amp; Scholar in Residence, Cabinet Office, Government of Ontario.</p> <ul style="list-style-type: none"> <li>➤ The <b>AGM</b> was held on June 18, 2004 in conjunction with the event called "<b>Public Service Renewal: The New Role of the Public Service</b>" with guest speakers: <b>Shirley Hoy</b>, Chief Administrative Officer, City of Toronto; <b>Tony Dean</b>, Secretary of the Cabinet &amp; Clerk of the Executive Council, Ontario; and <b>Dr. Wayne Petrozzi</b>, Ryerson University and IPAC Executive as moderator. This session sketched out the new directions being charted by political leaders, and set out a framework of challenges and new directions posed for the public service. The speakers will discuss the public service renewal initiatives they are leading and benchmarks for success.</li> </ul>
Vancouver	Program Programme	<ul style="list-style-type: none"> <li>➤ On October 16, 2003 the lunch seminar was called <b>21ST CENTURY CHALLENGES: Are Governments Ready? Lessons From Sars</b> with <b>Dr. John Blatherwick</b>, Chief Medical Health Officer, Vancouver Coastal Health Authority as the speaker. Dr. John Blatherwick discussed the role of the health care system in responding to new and emerging challenges affecting the health of the citizens. He also discussed the broader response capability and co-ordination necessary from the public sector to effectively manage a changing global community.</li> <li>➤ <b>Public Service Renewal in BC: Two Years and Counting</b> was the November 28, 2003 event with <b>Ken Dobell</b>, Deputy Minister to the Premier &amp; Cabinet Secretary, Province of British Columbia as the speaker. He provided an update on the restructuring of public service programs and the BC Public Service in general.</li> <li>➤ On March 25, 2004 there was a Roundtable Event <b>Surviving &amp; Thriving in the Public Service – Addressing Ethical Dilemmas: A Learning and Networking Opportunity For New Professionals</b> with <b>Allan Tupper</b>, Associate VP, Government Relations and Professor of Political Science; and <b>Jerry Berry</b>, City Manager, City of Nanaimo. New professionals and a group of experienced public service professionals met at this informal event to explore Values &amp; Ethics in the Public Service.</li> <li>➤ The seminar entitled <b>Sustainable Communities: The Promise Fulfilled?</b> was held on June 3, 2004. The keynote speakers were <b>Dr. Ann Dale</b>, currently leads the e-Dialogues for Sustainable Development at Royal Roads</li> </ul>

		University; and <b>Dr. William Rees</b> , Professor in the School of Community and Regional Planning at the University of British Columbia. The speakers explored the origins of sustainable development, the vision and key concepts.
	<b>Membership/ Adhésion</b>	<ul style="list-style-type: none"> <li>➤ The membership is at 86. Vancouver has remained relatively unchanged over the past number of years. The challenge for the Vancouver Regional Executive in 2004-2005 will be to retain new local members who become members as part of their registration for the 2004 National Annual Conference.</li> </ul>
<b>Victoria</b>	<b>Activities/ Activites</b>	<ul style="list-style-type: none"> <li>➤ <b>The Lieutenant-Governor's Silver Medal for Excellence in Public Service</b> recipient was <b>Philip Halkett</b>, former Deputy Minister of the Government of British Columbia. A ceremony and reception to honour Mr. Halkett was held at Government House on July 8, 2003.</li> </ul>
	<b>Program Programme</b>	<ul style="list-style-type: none"> <li>➤ <b>An Annual General Meeting</b> was held on Wednesday, October 8, 2003. "<b>Renewal in the Public Service</b>" was the title of the event, with <b>Lynda Tarras</b>, ADM Corporate HR Strategy and Planning on behalf of Vince Collins, former Deputy Minister, BC Public Service Agency as the guest speaker.</li> <li>➤ <b>Mastering the Art of Communication</b> was the title of the November 19, 2003 event. The speaker, <b>Peter McCoppin</b>, is a host/broadcaster on national, regional, and local television and radio in Canada and the U.S.A. He provided participants with a set of skills to communicate with power, authority, authenticity, clarity, and persuasion.</li> <li>➤ On January 21st, 2004 the event held was titled <b>Reflections on "The Politics of Public Management"</b>. <b>Dr. David Good</b>, is an adjunct professor of Public Administration at the University of Victoria. There was a Wine and Cheese Fireside Chat that evening with <b>Dr. David Good &amp; Dr. John Langford</b> titled <b>Modernizing Public Service Values</b>.</li> <li>➤ On February 26, 2004 <b>Building Your Personal Toolkit for a Prosperous Career in the Public Sector</b> was the <b>Roundtable Discussion</b>. The IPAC Victoria New Professionals Network presented six distinguished public servants across all levels of government. <b>Steven Barnard</b>, Director General of Income Security Programs, Department of Social Development; <b>Jerry Berry</b>, City Manager, City of Nanaimo; <b>Lauren Dobell</b>, Acting Director, Canadian Unity Council (BC Region) <b>Andrea Henning</b>, Director of Mentoring, BC Leadership Centre; <b>Alison Meredith</b>, Assistant Deputy Minister, Ministry of Human Resources Regional Services; <b>Lori Wanamaker</b>, Assistant Deputy Minister, Ministry of Community, Aboriginal and Women's Services.</li> <li>➤ <b>The Coast Salish/Aboriginal Awareness Workshop was held on Saturday, March 27 &amp; Sunday, March 28, 2004.</b> A wide range of subjects were addressed during the workshop, including Aboriginal values, territory, family and community, leadership, games, and spirituality.</li> <li>➤ On June 17, 2004, <b>Navigating Your Career in the Public Service How to identify and overcome competency gaps</b> was the event held with IPAC Victoria New Professionals Network. There were six professionals</li> </ul>

		<p>distinguished for their careers working in or with the public service:</p> <p><b>Brenda Gibson</b>, Executive Director and Deputy Inspector of Municipalities, Ministry of Community, Aboriginal and Women's Services; <b>Ron Millard</b>, Senior Financial Officer, Ministry of Forests; <b>Doug Rundell</b>, Chief Executive Officer, BC Assessment Authority; <b>Faye Schmidt</b>, Management Consultant, Schmidt &amp; Carbol Consulting Group, Inc.; <b>Dan del Villano</b>, Regional Manager, Communications, Public Works and Government Services Canada; and <b>Gord Horth</b>, Chief Administrative Officer, Town of Ladysmith.</p> <p>Knowledge transfer is of utmost importance to the success of new professionals, and in turn the ongoing effectiveness of the public service. This event was the second in a series of roundtables aimed at preparing new professionals for future career developments, by facilitating the exchange of knowledge and information between new and experienced public servants.</p> <p>➤ <b>The Annual General Meeting</b> was held on July 27, 2004 with special guest speaker <b>Judy Rogers</b>, City Manager for Vancouver (IPAC President). Ms. Rogers made a presentation focusing on Municipal Governments and their evolving relationships with Federal and Provincial Governments.</p>
--	--	--

*\* Regional Group Reports are submitted to the National Office in the language provided by the Regional Group.*

*\* Les rapports des groupes régionaux sont soumis dans la langue adressée au Bureau national par le groupe régional.*