



# ImPAcT

e-newsletter of the Manitoba Regional Group  
Institute of Public Administration of Canada

March 2007

## Message from the Chair

*By Lorne Pelletier*

Along with our upcoming Annual General Meeting comes the end of my term as Chair. While I'll be presenting a formal report on our achievements of the last year at that time, I would like to make some acknowledgments.

To members of the Board who have guided and advised on our direction, you've made a valuable contribution to strengthening the way we work.

To members of the Board who have seen to the organizing and delivery of our core activities, these are our "raison d'être" and you've added significant value to the membership through your efforts.

To members of the Board who have led celebratory awards and events, a key purpose of ours, you've ensured we continue to recognize those who have made a significant contribution and demonstrated excellence.

To members of the Board who have contributed to the administration and service to members, your efforts have kept us on track, ensured our smooth operation and accountability to our members.

To members at large, for the value you've brought to our involvement and engagement in Regional Group activities, you've brought tremendous value to the building of networks, sharing of knowledge and celebrating of success.

Thank you all for your engagement and contributions.

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The Institute of  
Public  
Administration  
of Canada

Manitoba Region

Annual General Meeting

2006-2007

## ANNUAL GENERAL MEETING

Institute of Public Administration of  
Canada  
Manitoba Regional Group

### *Wine & Cheese Reception*

You are invited to join your fellow IPAC members  
as we review the achievements of IPAC and celebrate  
excellence in public administration in Manitoba.  
MPA students are invited to attend as guests.

Tuesday, March 20, 2007

4:30 p.m.

Dining Room (Room 50, Lower Level)  
Legislative Building

Please confirm your attendance  
prior to  
Tuesday, March 13<sup>th</sup>, 2007, by contacting:  
Joanne Thibault  
Tel: (204) 470-4884  
[Joanne.Thibault@gov.mb.ca](mailto:Joanne.Thibault@gov.mb.ca)

There will also be an election of officers for the  
Executive at the AGM. Members interested in serving  
on the Executive or any of the committees should  
contact:

Heather Wood  
Tel : (204) 945-4120  
[Heather.Wood@gov.mb.ca](mailto:Heather.Wood@gov.mb.ca)



Connecting the dots will bring you to Winnipeg for our 2007 IPAC National Conference August 26 to 29 at the Winnipeg Convention Centre.

Feel the warmth of a summer breeze, bright Prairie sun and the spirited energy of our vibrant city, rich in natural beauty and diversity.

Making Connections brings together public sector professionals and all who live the complexities of moving policy forward, along the networked path of progress.

Come and explore the challenges and opportunities facing public sector colleagues from across the country and share in the lessons gleaned from their experience. Identify, discuss, question and debate the service trends that hold real potential for improving service to the citizens we serve.

Hear the insights of keynote speaker Dr. Lloyd Axworthy and leading academics including Pater Aucoin, professor of public administration, at Dalhousie University and Sandford Borins, professor of management at University of Toronto. Policy and governance experts William Eggers from Deloitte Research-Public Sector, Ruth Dantzer, president and CEO, Canada School of Public Service and other dedicated professionals will address issues of great interest to all public servants.

See old acquaintances, make new friends and develop promising partnerships with others who are making substantial contributions to public service. Make sure you're at the conference for the inside story on intriguing topics like:

- Connecting with Citizens, Decision-Making, Accountability and Governance in a Networked Public Sector
- The Smart City: Five Years Later
- Municipal Government in the Trenches...Where the Rubber Meets the Road
- It Seemed Like a Good Idea at the Time...Lessons Learned from Experience
- Dynamics of Aboriginal Governments

The 2007 IPAC National Conference: Making Connections - make the conference your Winnipeg connection this summer!

For more information visit: [www.2007Winnipegipac](http://www.2007Winnipegipac).

*Submitted by Ron Andrews, Making Connections Communications Committee*

## Announcing Nominations for The Willard J. Condo Memorial Award

The Selection Committee for the 2006-2007 Willard J. Condo Memorial Award for the best student paper in public policy, public administration or management will meet in May to select this year's best paper.

The award winner will receive \$500 plus an IPAC student membership.

Part-time and full-time students in degree, certificate or diploma programs at any Manitoba University or College may enter if nominated by a faculty member or instructor.

Papers may be submitted in either English or French.

For further details and specific instructions on how to submit a nominated student paper, please contact Dr. Joan Grace, University of Winnipeg at [j.grace@uwinnipeg.ca](mailto:j.grace@uwinnipeg.ca)

Nominated papers are due **April 30, 2007**. Send **three** copies to:

Dr. Joan Grace  
Department of Politics  
University of Winnipeg  
515 Portage Avenue  
Winnipeg, Manitoba R3B 2E9

### Mark Your Calendar now...

June 10 - 16, 2007      Public Service Week in Manitoba 2007  
*Keeping Our Circle Strong: Connecting Our Generations*

Tuesday, June 12, 2007      8:30 to 11:30 am  
Leadership Learning Event  
*Public Sector Renewal*

Winnipeg Convention Centre

This event is co-hosted by IPAC, Manitoba Regional Group and the federal Manitoba Managers' Network, in partnership with the Public Service Week in Manitoba Steering Committee.

## ***Managing Succession in a Changing Public Service Manitoba Health's PORTAL Project***

On Friday February 2<sup>nd</sup> IPAC Manitoba presented a networking and learning event entitled *Managing Succession in a Changing Public Service*. Held at the Manitoba Legislature, the event was attended by 40 people, including Shirley Strutt, former Commissioner of the Manitoba Civil Service. Ms. Strutt spearheaded renewal of the Manitoba civil service during her tenure, and was recently awarded the 2006 Lieutenant-Governor's Medal of Excellence in Public Administration.

The event discussed succession planning from theory to practice, and featured a presentation by Manitoba Health on its award winning Pan-Organizational Renewal Training and Learning (PORTAL) pilot project. Speakers included project manager Alan Goddard, and former PORTAL participants Jean Cox and Sean Brygidyr.

PORTAL was described as an 18-month long practical internship for succession-targeted staff. Participants remained in their current positions but devoted 15% of their time to PORTAL activities. The project was designed to address key corporate concerns including anticipated turnover of management, skills shortage, competition in attracting and retaining employees, and addressing current and future public service needs. The objectives of the program included increasing opportunities for staff growth, supporting organizational renewal and creating opportunities for staff to work on assignments across the department. Broader corporate goals included producing a pool of future leaders over the short term, while creating a culture of change and learning over the long term.

Twelve staff members were recruited internally into the PORTAL team. Participants came from a diverse range of work areas including analytical, human resources, IT, policy and program management, and finance; with selection guidelines facilitating representation from across the department. Recruitment and selection processes were based on behavior-descriptive interview assessments and evaluated against established competency role profiles. Candidates experienced a three stage recruitment and selection process with participation from executive management. Recruitment culminated in the creation of competency assessment profiles, which served a baseline from which to evaluate participants.

In addition to being paired with mentors, PORTAL participants attended department sponsored corporate learning sessions designed to transfer corporate knowledge, increase communication and facilitate collaboration. PORTAL teams completed Action Learning Special Assignments, which focused on a specific corporate objective. Each PORTAL member was given the opportunity to assume leadership roles during these assignments, following which the team leader participated in a competency-based evaluation involving their coach and teammates. Evaluation results were then compared to participants' baseline competency assessment profiles so that growth could be assessed. Each team leader presented the results of their assignment and evaluation to the department's Executive Management Committee.

*Submitted by Neil Cunningham, IPAC Manitoba Program Chair*

## MPA Alumni – SAMPA is Looking for You!

I would like to bring you greetings on behalf of the Students' Association for the Master of Public Administration program (SAMPA). We have been working extremely hard to reactivate SAMPA. You may now visit us on the web at <http://www.uwinnipeg.ca/faculty/politics/SAMPA.htm>. The website contains a calendar of upcoming events, dates for upcoming meetings, and contact info for the executive. I encourage you to take a look!

I would also like to take this opportunity to congratulate a fellow MPA student and member of the SAMPA Executive, Jordan Wolfe, for being accepted into the Accelerated Economist Training Program. We wish him all the best as he begins this exciting journey!

SAMPA is working to engage both current MPA students and alumni. MPA alumni and others interested in public administration are welcome at our general assembly meetings and our annual general meeting. The next AGM will take place on April 20, 2007 at the University of Winnipeg at 5:00pm. If interested in attending, please contact either Kirsten Ryan at [kirstenr@mts.net](mailto:kirstenr@mts.net) or myself (see contact details below) for details on the location.

Another way to stay informed of upcoming events and activities is to join our distribution list. One of my roles as Vice President Communications is to develop and maintain a contact list of MPA alumni. Our goals for the list are to maintain a network of alumni and to connect alumni with current MPA students through a series of informal and formal gatherings.

I have had some success in tracking down some alumni already, but I know there are many more of you out there. SAMPA is planning several informal and formal events in the upcoming months, including connecting with the 2007 IPAC National Conference. With the upcoming National Conference, now is a great time to reconnect with former classmates. If you would like to receive notices for these events, please provide me with your contact information (name, phone, e-mail) at [ummclear@cc.umanitoba.ca](mailto:ummclear@cc.umanitoba.ca). I will add your name to the list and keep you up-to-date on upcoming SAMPA events. I look forward to hearing from you!

*Submitted by Robert McLeary, SAMPA VP Communications*

Are you reading a complimentary copy of ImPACT - IPAC Manitoba's e-newsletter?

An IPAC membership opens the door to participation at the Regional level: sitting on committees, attending program events at a reduced costs, and other exclusive values. You will receive e-ImPACT - the Regional Group's newsletter, regular e-Updates filled with tidbits that will help you in your work, *Canadian Public Administration* - IPAC's quarterly scholarly journal, and *Public Sector Management* - IPAC's quarterly magazine. To join IPAC right now [click here](#), or for more information contact [Ray Karasevich](#).