

# NEW PROFESSIONALS NETWORK

## *Vision for the Future*

November 6, 2006  
Winnipeg, Manitoba

Event Program

# NEW PROFESSIONALS NETWORK

## WELCOME NEW PROFESSIONALS!

The New Professionals Network would like to welcome you to our very first learning and development event, *A Vision for the Future*. Since the establishment of the network we have been working hard to plan today's event, as well as future activities, that we hope will help you connect, learn, and grow in your career with the Manitoba Civil Service.

We are excited about today's program, where you will hear from senior levels of government and guest speakers about Renewal and the role of new professionals in the civil service, leadership, learning and development, and working in a dynamic and diverse workplace.

As our network is also intended to provide you with a forum to share ideas, experiences and knowledge with other new professionals in government, we would strongly encourage you to talk with others in attendance today, and join us afterwards for the mix and mingle. Making connections and getting to know people from other departments and across the Province will help us grow together, learn from each other, feel supported, and work collaboratively on efforts of service improvement that will help create a stronger civil service into the future.

If you would like to become part of the New Professionals Network and receive regular communication and updates about our upcoming events and activities, please email Alisa Ramrattan at [alamratta@gov.mb.ca](mailto:alamratta@gov.mb.ca) or Matt Wiebe at [mwiebe@gov.mb.ca](mailto:mwiebe@gov.mb.ca) to be added to our distribution list.

Enjoy the Day!

**Alisa Ramrattan** and **Matthew Wiebe**

On behalf of the New Professionals Network Planning Team

MANITOBA

2006

## PROGRAM AT A GLANCE

<b>Time</b>	<b>Place</b>	<b>Event</b>
8:00 am - 9:00 am	Ambassador 3/4	Registration Desk
9:00 am - 9:10 am	Ambassador 3/4	Opening Comments
9:10 am - 9:45 am	Ambassador 3/4	Engaging and Retaining New Professionals
9:45 am - 10:15 am		Networking Break
10:15 am - 11:15 am	Ambassador 3/4	Intergenerational Panel
11:25 am - 12:30 pm	Ambassador 3/4	Leadership @ All Levels
	Ambassador K	Mentorship Workshop
	Ambassador L	Portfolio Development Workshop
12:30 pm - 1:30 pm	Ambassador 3/4	Lunch
1:30 pm - 2:30 pm	Ambassador 3/4	Leadership @ All Levels
	Ambassador K	Mentorship Workshop
	Ambassador L	Portfolio Development Workshop
2:30 pm - 3:00 pm		Networking Break
3:00 pm - 3:45 pm	Ambassador 3/4	New Professionals and Leadership
3:45 pm - 4:00 pm	Ambassador 3/4	Closing Remarks
4:00 pm - 7:00 pm	Tijuana Yacht Club	New Professionals Day Mix & Mingle

## GENERAL INFORMATION

### **Registration**

Monday, November 6th, delegates will be able to register and receive their forum badge and handout folder at the registration desk, which will be located outside of Ambassador 3/4.

### **Badge Identification**

Your event name badge is your ticket for all sessions and meals. Please keep it with you throughout the forum.

### **Exhibitor Tables**

The New Professionals Network supports continued development of New Professionals part of the Manitoba Civil Service. As part of New Professionals Day, the following organizations have been invited to present development opportunities available to new professionals:

- Aboriginal Languages of Manitoba Inc.
- All Charities
- Alliance Français
- Collège Universitaire de Saint-Boniface
- Division of Continuing Education at the University of Winnipeg
- Extended Education at the University of Manitoba
- Human Resources - Aboriginal and Northern Affairs
- Human Resources - Manitoba Infrastructure and Transportation
- Human Resources - Manitoba Justice
- Service Quality Partners
- Organization and Staff Development

### **Monday Night Mix & Mingle**

Mix and Mingle with other new professionals following the New Professionals Day Event at the Tijuana Yacht Club. Beginning at 4 pm, the evening promises to be a chance to network with other professionals in a relaxed, fun atmosphere. Tickets can be purchased for \$15 at the registration desk throughout the day.

### **New Professionals Day Ice Breaker Game**

Included in your handout package is a New Professionals Day Ice Breaker Game Card. Complete the game card and place it in the box at the Mix and Mingle event for your chance to win a prize.

## EVENT SCHEDULE

### Monday, November 6

8:00 am - 4:00 pm

#### Registration

9:00 am - 9:10 am

Ambassador 3/4

#### Opening Remarks

**Jill Isbister,**

Co-Chair NPN Formal Events  
Team, 2006

Plenary 1

9:10 am - 9:45 am

Ambassador 3/4

#### Engaging and Retaining New Professionals

**Debra Woodgate,**

Civil Service Commissioner

Renewal is about making the workplace better for all employees, and there are a number of steps that departments and the Civil Service Commission are taking to make this happen. Current human resources management goals, themes and practices will be discussed and shown how they connect to new professionals in the Manitoba Civil Service. In addition, the real need to engage new professionals in the Renewal process, coupled with the need to ensure that the Manitoba Civil Service is attracting and retaining talent, will also be considered. The Renewal Strategy aims to engage and retain new professionals, thus helping to create a strong and sustainable Manitoba Civil Service.

9:45 am - 10:15 am

#### Networking Break

Plenary 2

10:15 am - 11:15 am

Ambassador 3/4

#### Intergenerational Panel: Working within a Diverse Workplace and Engaging Professionals

**Dan Highway,**

Employment Equity  
Coordinator, Infrastructure &  
Transportation (Retired).

**Cateland Penner,**

Program Coordinator,  
Civil Service Commission

**Mélanie Cwikla,**

Director, Translation Services,  
Culture, Heritage and Tourism

**Lisa Marquardson,**

Communications Assistant,  
Science, Technology, Energy  
and Mines

Moderator: **Guy Gordon,**

A/Assistant Deputy Minister,  
Service Manitoba

An intergenerational panel of civil servants will share their perspectives on working effectively within a diverse workplace while engaging and retaining the talent of new professionals. Like many public and private sector organizations, the Manitoba Civil Service is facing a significant period of change. Labour market changes are having an increasing impact on our workplace and will continue to do so as we face a declining birth rate, aging

population, increased diversity, employment increasingly becoming skills intensive, and a greater competition for labour.

Concurrent A

11:25 am - 12:30 pm

Ambassador 3/4

#### Leadership @ All Levels

**Diane Kristjansson,**

Program Coordinator,  
Civil Service Commission

Pilot Participants:

**Carol Gardiner,**

Family Services and Housing

**Angie Cusson-Buchanan,**

Family Services and Housing

**Joël Marcon,**

Culture, Heritage and Tourism

Find out what the new Manitoba Civil Service Learning Policy is all about and how you can contribute to and benefit from a work environment that encourages continuous learning for all employees. This session will also look at Leadership @ All Levels, a new initiative of the Civil Service Renewal Strategy, designed as a guide or 'road map' for anyone interested in developing their leadership capacity. Participants from the Leadership @ All Levels pilot project will be on hand to share their experiences creating learning plans and taking part in development conversations intended to mesh their career interests with the goals and priorities of their department.

## New Professionals Network

Concurrent B  
Ambassador K

### **Mentorship: Building and Maintaining an Effective Relationship**

**Jennifer Morris,**

Human Resources Director,  
Infrastructure and  
Transportation/Aboriginal and  
Northern Affairs

**Loretta Boulard,**

Equity and Diversity Manger,  
Infrastructure and  
Transportation/Aboriginal and  
Northern Affairs

**Clayton Sandy,**

Aboriginal Consultant,  
Education, Citizenship and  
Youth

**Charlene Desjarlais,**

Human Resource Consultant,  
Public Service Commission of  
Canada

Moderator: **Tracy**

**Poworoznyk,**

Management Intern,  
Civil Service Commission

Mentoring involves a professional one-on-one relationship between individuals of different levels of experience and expertise. A mentor assists a less experienced person acquire the breadth of perspective, networking skills and goal setting capabilities that are required to succeed in an organization. Find out more about mentoring, strategies and best practices for finding a mentor, and tips for developing and maintaining an effective relationship through a panel discussion of previous mentors and proteges.

Concurrent C  
Ambassador L

### **Portfolio Development**

**Lois Morin,**

Program Consultant,  
Advanced Education and  
Literacy

This session is designed for participants who wish to learn the basic principles and practices of portfolio development. This session will cover key terms, concepts, approaches, and applications for creating a portfolio. Participants will have an opportunity to review and sample portfolios to gain a deeper understanding of the use of portfolios for professional development.

12:30 pm - 1:30 pm

Ambassador 3/4

### **Networking Lunch**

Concurrent A

1:30 pm - 2:30 pm

Ambassador 3/4

### **Leadership @ All Levels**

**Diane Kristjansson,**

Program Coordinator,  
Civil Service Commission

Pilot Participants:

**Carol Gardiner,**

Family Services and Housing

**Angie Cusson-Buchanan,**

Family Services and Housing

**Joël Marcon,**

Culture, Heritage and Tourism

Concurrent B  
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Concurrent C  
Ambassador L

### **Portfolio Development**

**Lois Morin,**

Program Consultant,  
Advanced Education and  
Literacy

2:30 pm - 3:00 pm

### **Networking Break**

Plenary 3

3:00 pm - 3:45 pm

Ambassador 3/4

**New Professionals and Leadership**

**Dori Gingera-Beauchemin,**  
Assistant Deputy Minister,  
Agriculture, Food and Rural  
Initiatives

Throughout Dori's short 27 years with the Government of Manitoba, she has been afforded many exciting privileges, challenges and opportunities "to stretch".

She is proud to share her story - who and what helped her during those years, and why you should make your "career home" with the Province of Manitoba.

3:45 pm - 4:00 pm

Ambassador 3/4

**Closing Remarks**

**Alisa Ramrattan,**  
Co-Chair, NPN Core Group  
**Matt Wiebe,**  
Co-Chair, NPN Core Group

4:00 pm - 7:00 pm

**New Professional Mix & Mingle**

Tijuana Yacht Club

Mix and Mingle with other new professionals! The evening promises to be a chance to network with other professionals in a relaxed, fun atmosphere. Tickets can be purchased for \$15 at the registration table.



## SPEAKER BIOGRAPHIES



### **Loretta Boulard**

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Loretta has been employed with the Manitoba Government for approximately 20 years and is currently the Equity and Diversity Manager in the Consolidated Human Resources Branch that services the Departments of Infrastructure and Transportation and Aboriginal and Northern Affairs. Loretta promotes and implements the Equity and Diversity Strategic Plan and Aboriginal Employment Strategy within the Department and also leads the cultural diversity awareness training initiative.

Loretta participates in various community events and networks in the Aboriginal community. Although she is a member and facilitator of various boards, committees and working groups involving organizational strategic planning, and statistical analysis, her main interest involves employment and training initiatives that promote recruitment, advancement, and retention of Aboriginal people in the workforce.



### **Mélanie Cwikla**

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Mélanie Cwikla is Director of Translation Services with Manitoba Culture, Heritage and Tourism. Prior to coming to her current position, she worked as a translator for the Government of Manitoba (1999/01) and the Federal Translation Bureau (2002/03). She is currently the New Professionals Chair for IPAC Manitoba, as well as for the 2007 IPAC National Conference Organizing Committee. Mélanie holds a B.A. and M.A. in translation studies from Université de Montréal, and a MBA from the University of Manitoba.



### **Charlene Desjarlais**

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Charlene Desjarlais is a Consultant with the Public Service Commission of Canada, currently working in the Human Resources Branch for the Central Plains and Nunavut Region. She is originally from Pinaymootang Ojibway First Nation in the Manitoba Interlake Region. Raised in Winnipeg by her grandparents, Charlene is the oldest of four siblings and the first person in her family to attend university.

Charlene's first job was with the Manitoba Aboriginal Youth Career Awareness Committee (MAYCAC), housed in Manitoba Education and Training. Her work focused on recruiting aboriginal role models throughout Manitoba and helping students find summer employment in Winnipeg. Through her work with the Province, Charlene was mentored by many aboriginal professionals who provided her with countless learning opportunities.

Charlene holds a BA (Hons.) degree from Trent University and a Masters of Industrial Relations from Queen's University.



### **Dori Gingera-Beauchemin**

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Dori joined the government in 1979 following her graduation with a degree in Agriculture from the University of Manitoba. Her 27 year career with the department spans many geographic areas and disciplines including Eastern Region 4-H Specialist, Chief of 4-H, managing the Central Region, and Director of Marketing and Farm Business Management Branch.

In her current position as Assistant Deputy Minister of the Agri-Food and Rural Development Division, Dori is responsible for the Economic Development Initiatives, Economy & Rural Development, and Food Commercialization & Marketing Knowledge Centres, as well as the Food Development Centre. She is also responsible for front line extension service delivery at the 40 GO offices in Manitoba.



## Dan Highway

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Dan Highway was employed with the Department of Transportation and Government Services for 23.5 years as part of the Human Resources team until his retirement in 2005. Although his main responsibility was to develop and implement the Department's Employment Equity and Diversity Program, he also worked in other human resource areas such as recruitment and selection, labour relations, training and development, and employee assistance.

Dan Highway has made a remarkable contribution toward the strategies of employment equity and diversity for the Province of Manitoba, as well as within the Aboriginal community. In his first eight years with Manitoba Transportation, he worked independently to forge a better understanding in getting the mainstream to recognize Aboriginal needs. He was the very first Employment Equity Coordinator within the Civil Service who earnestly turned his dream into reality by establishing an Employment Equity and Diversity Section within the Consolidated Human Resources Branch (for the Departments of Transportation, Government Services, and Aboriginal Northern Affairs).

Currently, Dan is the Director for the Inter-Provincial Association on Native Employment (IANE) National Board and is President of the Manitoba Chapter. He is also a member of the Event Planning Committee for the Manitoba Aboriginal Youth Achievement Awards Ceremony - an annual event that accentuates positive success stories of Aboriginal Youth.



## Diane Kristjansson

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Diane Kristjansson is a Program Coordinator with the Manitoba Civil Service Commission's Renewal Strategy. Currently, she is involved in the development and administration of programs aimed at enhancing leadership capacity in the provincial government, including *Leadership @ All Levels*, the *Leadership Development Initiative (LDI)* and the *Women's Leadership Program*. A strong advocate of continuous learning, particularly in the workplace, Diane has also been a Program Director in Continuing Education at the University of Winnipeg and a Program Leader in Continuing Studies at the University of British Columbia.



## Lisa Marquardson

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Lisa Marquardson has worked for the Strategic Planning and Analysis Branch of Science, Technology, Energy and Mines for just over a year. Her work focuses primarily on strategic planning and communications. She recently graduated with her Masters in Public Administration from the University of Manitoba and has an undergraduate degree in business administration from the University of Winnipeg.



## Lois Morin

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Lois is responsible for providing leadership, training and advocacy for Prior Learning Assessment Recognition (PLAR) to expand PLAR Advisory Services throughout communities in Manitoba. Manitoba's Policy Framework for PLAR has three cornerstones: (1) increasing capacity at post-secondary institutions; (2) supporting the expansion of advisory services in the community; and (3) supporting workplace and industry partnerships. Lois has facilitated PLAR Foundation Training for adult educators in Adult Learning Centers as well as community organizations.

Lois has developed several portfolios that have been used to receive credits through PLAR at Red River College and the University of Winnipeg. From her own experience, she believes that learning is a life long exercise and that formal and informal education must be recognized in employment transition and educational institutions. Individual portfolios provide a framework to describe and verify your knowledge, skills, achievements, as well as personal goals.



## Jennifer Morris

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Jennifer has been employed with the Government of Manitoba for approximately 30 years, primarily in the Human Resources field. She has worked with the Departments of Government Services, Highways and Transportation, and is currently the Director of the Consolidated Human Resource Sector responsible for Manitoba Infrastructure and Transportation and Aboriginal Northern Affairs. Her main HR focus is to implement an HR program that is clear, strategic in nature, sustainable, and accessible to all.



## Cateland Penner

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Prior to coming to the Government of Manitoba, Cateland Penner worked in the non-profit disability sector for twelve years. In November 2003, Cateland was offered a job with the Civil Service Commission, working as a Career Assistance Coordinator for people with disabilities. Governed by the philosophy of concentrating on ability rather than limitations, Cateland supports individuals to find employment through the many departments within government.

Through the combined strategies of Employment Equity and Renewal, the Career Assistance Program is gaining additional recognition throughout the Government of Manitoba. Cateland understand the importance of developing strong partnerships to achieve mutually obtainable goals that satisfy the needs of all parties involved in various situations. As increased skill shortages continue to be an important factor in filling positions, people with disability remain an under-utilized resource. Cateland hopes to assist both members of the community and government departments to work together in order to be seen as a leader in the employment of people with disability within government.



## Clayton Sandy

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Clayton Sandy has been with the Manitoba Government for nearly 30 years. He's worked in four different departments and took a secondment in 2002 - 2004 to work for the Federal Government on the national gang initiative. He joined Education and Training in 1990.

## New Professionals Network

In 1986, he helped form an organization named the Manitoba Aboriginal Youth Career Awareness Committee (MAYCAC) to help support and provide positive aboriginal roles to new aboriginal civil servants and youth throughout Manitoba. Today we have an inventory of 400 role models we can select from for speaking engagements. In 1996 he created an internship/mentorship program to help youth transition from school to work.

Clayton is originally from Pipestone Dakota First Nation. He follows his traditional ways by ceremonies and dance. He has been drug and alcohol free for the past 25 years.



### **Debra Woodgate**

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Debra graduated from the University of Manitoba with a Bachelor of Commerce (Honours), which led her to employment with the Manitoba provincial government, starting as a summer S.T.E.P. student. This marked the beginning of a career that has included positions with increasing levels of responsibility, such as Budget Analyst, Treasury Board Analyst, Special Projects Manager, and various Deputy Minister Positions.

Debra has been actively involved with the Institute of Public Administration Canada (IPAC), and is the Chair of the Organizing Committee for the 2007 IPAC National Conference, being held August 2007 in Winnipeg, Manitoba. Debra has also been active with the Canadian Institute of Chartered Accountants (CICA) on various projects related to government accounting practices.

Debra's leadership experience has included supervisory positions at the departmental level, Associate Secretary to the Treasury Board Secretariat, Deputy Minister of Family Services and Housing, and Deputy Minister of Government Services.

Debra was appointed the Civil Service Commissioner effective March 8, 2006.

## MODERATOR BIOGRAPHIES



### **Guy Gordon**

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Guy Gordon is the Acting Assistant Deputy Minister of Service Manitoba, an agency of the Government of Manitoba mandated with accelerating the adoption of citizen-centered service practices by provincial departments and agencies. Guy is currently serving as Co-Chair of the Public Service Delivery Council. Prior to his joining Service Manitoba in 1999, Mr. Gordon served as the Superintendent of Pensions for the Province of Manitoba where he was actively involved in public sector reform issues. In his 18 years with the Province of Manitoba, Guy worked as a Policy Analyst with the Departments of Labour, Education and Training, and Finance.

Guy possess both a Masters of Business Administration and Masters of Public Administration from the University of Manitoba.



### **Tracy Poworoznyk**

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Tracy Poworoznyk is currently completing her last year of the Management Internship Program. She has held placements in a variety of government departments, including Family Services and Housing, Labour and Immigration, the Civil Service Commission, and Health. She is currently working as a counsellor with the Employee Assistance Program, where she helps individuals, couples and families find solutions to a wide range of personal, family, and work-related concerns. She also serves as Co-Chair for the New Professionals Informal Events Committee.

Tracy has worked in the field of social services as an educator, counsellor, and research for 10 years. She holds a BA (Hons.) from the University of Winnipeg, an MA in Counselling from the University of Minnesota, and a Certificate in Human Resource Management from the University of Manitoba.

## CONFERENCE PLANNING

The New Professionals Network acknowledges and appreciates the dedication and effort of all volunteers whose work over the past few months has made this conference possible.

### **Conference Planning Committee**

Ana Frias Mira **(Co-Chair)**

Jill Isbister **(Co-Chair)**

Thomas Beaudry

Kerissa Cymbaluk

Nicholas Kulyk

Hazel Perrie

Joanne Zuk

### **Conference Volunteers**

Franck Blandignères

Colleen Chaput

Barry French

Stacy Gandza

Roselle Miko

Sabrina Petroulakis

Erick Pay

Alisa Ramrattan

Herb Robertson

Matthew Wiebe

## UPCOMING NPN EVENTS\*

**NPN Website:** <http://www.internal/csc/renewal/npnlink.html>

### **Friday Night Drinks**

Join us for drinks on the last Friday of every month. A great opportunity to meet new people in government, let others learn more about the work you do and make new contacts. Invite your friends, family and colleagues to unwind after a long work week!

**Start Date:** January 26, 2007

**Time:** 4:30 pm

**Where:** TBA

### **Pool Tournament Night**

Join fellow new professionals for a night of pool, great prizes and good times! This event is for players of all skill levels, from the first time players to professionals. Friends and family are also welcome. Network with other professionals in a relaxed, low-key setting and make tons of new business connections in the span of one evening!

**When:** February 2007 (Exact date and location to be announced)

### **Speed Networking Pizza Lunch**

Network with other professionals, one on one, a few minutes at a time. With speed networking you can make more new business contacts over one lunch hour than most people will make in 6 months! Leave with a pocket full of business cards and a ton of new business connections! Chances are you'll meet lots of people you wish you had more time with. After the event we will email you the list of attendees so that you can follow up with your new contacts.

**When:** March 2007 (Exact date and location to be announced)

\*These social events are intended to be a fun and enjoyable time for new professionals to network and get to know fellow civil servants from other areas of government. The events are organized and planned by a group of volunteers who are working hard to provide you with a variety of themes and activities to meet a diversity of interests.

As these events are scheduled to take place outside of normal working hours and away from working locations, they are not considered government sponsored events and the cost of attending will be the responsibility of the attendees. However, the volunteers of the New Professionals Network Planning Teams will make every effort to ensure that events are accessible, affordable, and provide value for money.

One of the goals of the New Professionals Network is to have a strong presence in rural and northern locations. If you are working outside of Winnipeg and are interested in assisting us to organize events in your area, please contact us at [alamratta@gov.mb.ca](mailto:alamratta@gov.mb.ca) or [mwiebe@gov.mb.ca](mailto:mwiebe@gov.mb.ca)