



An Evening with Dr. Linda Duxbury

On Thursday, November 12th, the Human Resources Professional Association (Durham Chapter) sponsored an event with Dr. Linda Duxbury, one of Canada's foremost workplace health experts, entitled *Managing a Changing Workforce*.

Dr. Duxbury engaged her audience with her enthusiasm and humour, while she outlined the challenges that lay ahead for employers, specifically key generational differences and the critical

leadership role that human resources plays. Dr. Duxbury stated, Globally we are moving from a 'buyers' labour market where there were more good employees than good jobs to a 'sellers' market. Her

research revealed that in the next 10 years for every two people who are retiring there will be less than one person to take their place due to our aging population and decline in birth rates.

Management must value Human Resource Professionals as critical components to their organizations, who need to be respected and recognized as strategic partners, not just firefighters. In addition, not only will professional expertise be critical but also creativity and ingenuity when looking at recruitment, retention of employees of all ages, succession planning, work-life balance, career development and knowledge transfer. The message was very clear; if significant transformational changes are not made soon, we face the possibility of serious consequences with our workforce shortage. As Human Resource Professionals we need to be agents of change.

For more information on Dr. Duxbury, please logon to the HRPAD website at <http://www.hrpad.org>.

by Lorie Blundon, CHRP

Government Relations Committee: Cell Phone Ban May Affect Your Business

As part of the new amendments to Bill 118, commonly referred to as the cell phone ban, drivers will be banned from operating a vehicle while using any hand-held communication or entertainment device such as a Blackberry, smart phone or two-way radio. These changes are set to come into effect in late October and could have some important impacts on employers.

Those companies that have employees who drive during the course of their workday need to pay special attention to the potential ramifications of Bill 118. As currently outlined in the Highway Traffic Act, the owner of a vehicle can be charged and convicted of some offenses committed by the driver of that vehicle; therefore, if an employee is charged under the new amendments, the employer may be

responsible for the accompanying fine. Further, an employer may be found responsible for any losses or damages sustained by the employee's negligence.

In order to avoid such consequences, an organization must be able to prove that they've done their due diligence. As the amendments are quickly becoming law, this is the time to develop new strategies. Implementing a written policy prohibiting the use of cell phones while driving, and ensuring enforcement of the new policy, are worth consideration as Ontarians move to this safer, less distracting, environment.

Jana Robinson,
Government Relations Committee Chair



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President's Message

I would first like to welcome everyone back from the summer season, although for some summer didn't even arrive.

Someone asked me recently what I wanted to accomplish during my tenure as President HRPAD of Durham. Here's how I answered:

My answer was to ensure that members of the association were provided with opportunities to develop their Human Resources career by their local Chapter.

I believe strongly that the 2009-2010 year will see the membership have the chance to enhance their development through seminars from the Chapter including a special presentation by Linda Duxbury, a noted pioneer in organization health, being delivered on November 12th at Tosca Banquet Hall.

Our year will be full of many ambitious projects. First, the Membership Committee will be launching a Mentorship Program. Our Communication Committee will be looking at updating our website and ensuring that the Chapter membership is kept abreast of news that affects the HR community. Last, but not least, is the Government Relations Committee, which keeps the Chapter informed of changes that affect employment law. The Government Relations Committee will also act as a voice for our membership and provide feedback to our provincial association, the HRPAD, involving government legislation at provincial and federal levels.

In closing, I would welcome members of HRPAD of Durham to continue to leverage our association for its many offerings. If you feel that we can provide other opportunities for you please don't hesitate in contacting me at: gian.dc@rogers.com.

Gian Detta Colli, CHRP
HRPAD President

Communications Update:

Hello Durham Members! The year has started again and already we are off to a great start! Some topics include:

- New website
- New brochure
- Feedback continues

The following members are returning:
Sean Mitchell (Co-chair)
Krista Root (Co-Chair)
Ashley Pearson (to be confirmed)

The Communications committee would like to welcome our newest member - Marcia Newell. Marcia is also one of the newly elected Board Members and will be a part of our Committee. Welcome Marcia!

The Communications Committee continues to inform all members of current events, and Durham Chapter updates. Please continue to send your feedback via the website at www.hrpad.org, or you may visit the HRPAD office in Oshawa!

The Feedback portion encourages you, our membership, to communicate with us on a more personal matter. In short - we want to hear from you! If there is an article in our newsletter, a seminar you've attended, or just a simple observation pertaining to the HR field in general and want to comment on it, send it our way!

Some of you may have heard that the HRPAD is redesigning their website after numerous complaints about its existing design. The new HRPAD website was launched in mid-September, and is an improvement than what they have had previously.

With the new design, however, comes a formal invitation to other Chapters to adopt a similar design structure for their own respective websites. As you know, the HRPAD has developed its own web presence and continues to work hard to maintain a customized service to Durham members. Although there is a general consensus on maintaining and upgrading our existing site, some would like to see the new design.

The Communications Committee is launching a new brochure that would allow new members to see what the Durham Chapter has to offer. With special features like, 'How will I benefit from this Chapter?' as well as an overview of the Chapters' goals and initiatives, it's a great tool for newcomers as well as a reminder to current members of how the Durham Board is here for you! Please keep you eye out for the brochure at future HRPAD events.

There is a lot of exciting things ahead. So on that note..... Let's get started!

The Communications Committee

Membership Committee update

Membership Value: Mentoring and More

The HRP of Durham Membership Committee has a large challenge ahead of it for the 2009-2010 year.

Last year, under the leadership of Gary Gannon, the Membership Committee and a Mentorship Task Force took on the extensive and important task of developing a mentor program. The contribution of all these volunteers is greatly appreciated.

The membership had identified in a survey completed in 2006 that a mentor program was a desired service. The purpose of the program is to provide support to those new to the human resources profession (protégé) with an opportunity to work with a more experienced practitioner (mentor).

The program, as a pilot for a one year period, was announced at the 2009 Annual General Meeting. This year the Committee, under the new Chair Lee Davies, has the challenge of implementing the pilot version of the program.

We plan to use the pilot program to test the process and address any refinements required to make the program a success. At the first meeting of the Committee for the year, plans were developed for moving the pilot forward. Notices about the program were placed on the HRP of Durham website and an email message was distributed to all members inviting them to submit their applications either to be a mentor or a protégé.

Mentors must be members in good standing of both the Durham Chapter and the HRP with at least 5 years experience in human resources. The mentor role is to:

- Assist the protégé in developing annual goals,
- Commit to regular meetings of at least 2 hours a month
- Be a role model for professional conduct
- Provide listening, advice and direction to the protégé
- Monitor progress and share ideas of how to enhance the mentoring program

Protégés must also be members of the Durham Chapter and HRP and typically should have completed the course work for the CHRP designation. In the pilot program, current full-time students are not eligible. The program is not an employment search service but a

professional development opportunity. The protégés role is to:

- Develop a plan tied to achieving a goal for the mentoring relationship
- Commit to regular meetings of a latest 2 hours a month
- Actively work to implement mentoring advice to enhance growth in the profession
- Conduct themselves in alignment with the code set out by HRP of Ontario
- Raise questions and issues on professional development with their mentor and listen to the advice and counsel provided
- Monitor the progress made in the mentoring relationship and provide ideas to enhance the quality of the mentoring program



The Board, through the Membership Committee, has the following roles and responsibilities:

- Establish an application and selection process for protégés and mentors
- Design processes to facilitate the matching of protégés and mentors
- Regularly monitor the mentoring process and relationships and provide updates to the Board
- Intervene to address any mentoring relationship that is inconsistent with the professional guidelines
- Provide an evaluation of the program to assist the Board in determining the future development of the mentoring program

The goal is to establish ten mentor/protégé pairings this year. We will provide training and support to the participants to help create an effective relationship and interaction between mentor and protégé. The mentoring pair will establish the specific pattern of support and collaboration that will work best for them. Regular monitoring of the pilot program will ensure that we are following the right path to achieve the purpose and to identify areas to improve the process. As a Committee we are very excited to see the program moving forward and we trust the membership will want to be involved.

Enjoy a great year of human resource activity!

Lee Davies, Chair
HRP of Durham Membership Committee



Melissa Mitchel Departing Board Member

What roles have you held in your career?

I have always worked in an HR generalist manner as a Human Resources Administrator. My first position after graduation was for a food warehousing company mainly working in recruitment and

employee orientations. After that, I moved onto managing a physiotherapy clinic and then into my current role with a local manufacturing company in Oshawa.

What has been your favourite HR role and what did you enjoy about the role?

My current role is my favourite. I have been with EHC Global for the

SPOTLIGHT

past 8½ years as a Human Resources Administrator. I really enjoy working for a global manufacturing company in a HR Generalist capacity as it provides me with constant challenge and change. Not only do I have the opportunity to recruit, assist employees with training and development needs, and work with Health & Safety issues in Oshawa, I also provide support to our other facilities in China, Slovakia, and Germany. This has given me the opportunity to develop better knowledge and understanding of global HR issues in other areas of the world. The HR team I currently work within is outstanding as well.

What do you see as the single biggest HR challenge for the next five years?

Retention. I truly believe it has been a challenge for years and will continue to be one for years to come: The assurance that we are

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HRPAD • Calendar of Events:

Venues and dates will be announced

February 2010 Employment Law 1
March 2010 CHRP Recognition Event
March 2010 Employment Law 2
April 2010 Employment Law 3
May 2010 Annual General Meeting
June 2010 Full Day Conference

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is proud to accept
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payment for all
Chapter events!



Melissa... _____ From page 3

recruiting and retaining the 'best.' Although the existing labour market is challenging, the value of employee retention is critical especially with companies struggling to remain profitable.

What do you see as the values add for being a member of the HRPDA?
Professional development courses. I have really benefited from the professional development workshops the HRPDA offers. I typically attend at least one course a year and have always found that they have been very effective and value added. In fact, I will be attending a compensation course this fall with the HRPDA!

What words of wisdom would you share with our new HR graduates?
Network, Network, Network! Get out there, get involved and make some great contacts while doing it. Whether you are looking for your first position in the field or faced with a challenge that perhaps another HR professional in your network has gone through, a strong HR network is key.

Over your duration as being a Board member, what was your most memorable moment?
The opportunity to meet and work along side a great group of HR professionals who are really dedicated to the needs of the Durham Chapter members.

What would you recommend to any new member who will be sitting on the board in the new season?
Enjoy and take advantage of the mentorship opportunity on the Board. It is a great program to help get new members familiar with the board practices.

What would you describe as your best accomplishment in being on the board?

Working as the Chair of the Programs Committee. Thanks to the great group of volunteers, I truly believe the Programs Committee works very hard at bringing the Durham members monthly professional development workshops that are both timely and informative. I think the three-part Employment Law Series held early in 2009 provided the members with valuable tools and resources to assist with investigations, terminations and accommodation.

What do you now feel is the most important item the Board should focus on?

Throughout the past year the Board and Membership Committee have been working on setting up a mentoring task force and a Mentorship Program to be launched in the fall of 2009. I think this will be valuable to both new and experienced HR professionals.

How can the Board play a part in increasing its presence and utility to the membership?

The Board members do a great job of attending many of the professional development sessions; if Durham Chapter members are looking to speak to a board member, you can usually find them at any given event. I also have to commend the Communication and Membership Committees for their accomplishments. Through activities such as the quarterly newsletter, the set up of an on-line social networking presence on facebook and membership growth initiatives, I believe the Board is working diligently at meeting the members' needs. another HR professional in your network has gone through, a strong HR network is key.

Season's Greetings

FROM THE HRPAD

visit: www.hrpad.org for more information on HRPAD