

W1

A Brain-Based Approach to Creativity and Innovation

English

Wednesday, May 18, 2011 / Mercredi le 18 mai 2011
Time: 10:15 am – 12:30 pm | Room 118DE**Dale Stevenson | Co-Founder, Owner, Partner and Mentor, The Leadership Group****Trevor Stevenson | Co-Founder Owner, Partner and Mentor, The Leadership Group****Session Description**

Scientists now have the technology to look at how the brain works, as it works. We've translated this research into a practical workshop in which participants learn how recent discoveries about our brains can be applied for creativity. The key to innovation and creativity is a process called "insight". Watching the brain in action shows us exactly when this momentary flash occurs. We can therefore devise ways of facilitating and encouraging insight. Creating the right kind of work environment is a key element, as is following the proper sequence of steps in preparing oneself for that "Aha!" moment..

Speaker Biographies

Dale Stevenson fosters a dynamic and energetic coaching experience for her clients with the discipline and commitment required of achievement-focused leadership. Dale earned a Master's degree with a specialization in human development and performance. Dale has worked with adults and children of all ages leading them to achieve their optimal physical and emotional potential. A certified coach and facilitator, Dale works with clients to help them understand and apply neuro-psychology to achieve success, hone interpersonal skills and enhance physical and emotional well being.

In the past 15 years, Trevor has worked in the area of people development in fourteen countries across 3 continents, and successfully managed the personal and performance improvement of staff across industry segments. Additionally, his work has promoted adult and child development and community capacity building in underdeveloped communities. Trevor blends an intense focus on what is possible with his practical experience in brain-based coaching and creative approach to working with leaders.

W2

English

The Power of Web 2.0: Enabling Collaboration in the GC

Thursday, May 19, 2011 / Jeudi le 19 mai 2011
Time: 10:15 am – 12:30 pm | Room 118ABC

Anna Belanger | Senior Manager, Community and Collaboration Division, Chief Information Officer Branch, Treasury Board of Canada Secretariat

Session Description

In this workshop, participants will embark on a virtual tour of the GC 2.0 Toolkit. Through interactive dialogue, video presentations and hands on learning, participants will be introduced to GCPEDIA, GCConnex and GCForums. These are Web 2.0 collaboration tools that are accessible to all federal public servants and enable content co-creation, broad information sharing and easy and consistent access to GC knowledge.

Team exercises will challenge participants to use the tools (accessible via a laptop on every table) to resolve real information sharing challenges. Team solutions will be reported back to the plenary group for input and discussion

Speaker Biography

With a penchant for change, Anna has rarely encountered a status quo she didn't feel the need to challenge. She views culture change in the workplace as the only constant and looks for opportunities to employ new and engaging ways to support it.

In her role as Senior Manager, Community Engagement and Outreach, Anna Belanger is involved in everything from community development outreach for the Government of Canada's IM and IT communities to engaging public servants on the virtues of using Web 2.0 tools to enable and support new ways of working.

Her extensive experience in strategic marketing and communications, positions Anna well to support GC-wide community collaboration and the promotion of leading edge GC 2.0 tools such as GCPEDIA, the GC wiki, GCForums, a discussion forum tool and GCConnex a professional networking tool for GC employees.

Anna joined TBS in July 2010 after spending several years at Natural Resources Canada working to engage employees there to embrace the NRCan wiki and other Web 2.0 tools. With over 20 years experience working in a technology environment in both private and public sector, Anna brings a communicators perspective to all the work she does.

W3

English

Landing the Job You Want! How to Prepare. How to Present. How to Succeed.

Friday, May 20, 2011 / Vendredi le 20 mai 2011
Time: 10:15 am – 12:30 pm | Room 118DE

Guy Belleperche | Senior Director of Applications Services, CSC

Robert Charleau | Recently retired from Federal Public Service

Karen Figuerola | Associate Director, Human Resources, Natural Resources Canada

Tracey Sampson | Director, Community Staffing & Recruitment, TBS

Session Description**Competency based management**

- What are competencies?
- Why are they important?
- How can they be developed?

Getting the right experience

- • Knowing where you want to take your career?
- • Choosing the right assignments
- • Balancing organizational requirements with long term career development
- • Engaging your supervisor – the importance of the performance management plan
- • Coaching and mentoring – keys to long term success

Staffing process

- • Steps and timelines
- • Who does what?

De-coding the job poster

- • Area of Selection
- • Essential vs. Asset Qualifications
- • Experience vs. Knowledge vs. Abilities vs. Personal Suitability (Leadership competencies)
- • Conditions of Employment and Operational Requirements

Crafting and tailoring your resume and cover letter

- • Clearly demonstrating that you meet the essential (and asset) experience qualifications

Informal discussion

- • What is it?
- • How can it help?
- • When can you take advantage?

Preparing for the test/interview

- • Knowledge, Ability and Personal Suitability elements: how they are normally tested
- • Anticipating interview questions – preparing answers for common scenarios

During the interview

- • The importance of attitude and dress
- • Keeping your cool

References

- • Choosing references who:
 - know your work
 - can validate information you provided (resume and interview)
 - will reflect positively upon your experience and contribution

Post-Board (last opportunity for an information interview)

- A must for everyone – what went well, what could have been improved

Speaker Biographies

Guy Belleperche has been a federal public servant for 21 years, and has held IM/IT leadership roles in four agencies, including his current position at the Correctional Service of Canada (CSC). As Senior Director of Applications Services, Guy oversees the development and maintenance of major systems for CSC and the Parole Board of Canada. Through education, training and experience, Guy has acquired extensive experience in all areas of IM/IT development, support, management and governance. Guy is an effective leader, a seasoned change manager, a strong team player, a life-long learner, and a veteran of the staffing process, from both sides of the table. Guy holds Bachelor of Science – Engineering and Masters of Public Administration degrees, both from Queen's University, and is an Information Systems Professional (I.S.P.). In his spare time, Guy serves on the boards of DPI (the Association of Public Sector Information Professionals) and the Ottawa chapter of AFCEA (the Armed Forces Communications and Electronics Association), works in teen education, and reads voraciously.

Robert Charleau, a graduate of Mohawk College's Computer Science program, recently retired from a very successful thirty-three year career within the Federal Public Service. The majority of his career was at Human Resources and Skills Development Canada. As a senior executive, Bob worked on many large system projects, which were strategic in the success of HRSDC's integrated business plan. Even though Bob has retired, he continues to support his colleagues in the IM/IT community by volunteering with the DPI Board.

Karen Figuerola is currently an Associate Director in Human Resources, at Natural Resources Canada, with the primary responsibility of advancing eHR and Collective Staffing within the department. Karen possesses over 8 years of human resources and organizational development experience, specializing in staffing, HR Planning and talent management. As a manager and HR Professional, Karen is passionate about ensuring HR is a strategic partner, in helping organizations make the most of their resources and talent. Karen has been the HR lead on large-scale selection processes, using talent-management and competency-based approaches, in assessments. In addition to her accomplishments in HR, Karen has also provided staffing sub-delegation training to all levels of management, as well as facilitated employee workshops, around staffing and hiring, in the Public Service. Karen holds a Bachelor of Arts degree in Organizational Psychology and is fluently trilingual in English, French and Spanish.

Tracey Sampson holds a Bachelor of Commerce degree from Carleton University, and has been a federal public servant for 16 years. Throughout her career, she has held a wide variety of IT and business-related roles at Health Canada and at the Treasury Board Secretariat.

In her current role as Director of Community Recruitment and Professional Development (Chief Information Officer Branch, Treasury Board Secretariat), Tracey is responsible for government-wide collective staffing processes for the IM/IT community, as well as a number of community-based learning and development programs.

Tracey's depth of experience in collective staffing for the IT community provides a unique perspective on the common challenges that candidates face within government staffing processes, and allows her to offer key insights that will help you land the job you want!