HRPA Peel Chapter: Passion. Commitment. Achievement.

New HR designations - Changing of the guard - Awards & accolades
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Special thanks to the communications/publicity committee members who contributed to this issue of Peel Perspective:
• Susan Steer
• Megan Shanahan
• Gagan Aulakh
• Jyoti Shamnani
• Carmen Fischer
• Lexi Hambides

Inside this issue

Susan Steer, Director, Communications and Executive Editor of Peel Perspective

Welcome to the July 2016 issue of the Peel Perspective!

Our chapter is abuzz with activity planning and executing a number of exciting, interesting and truly relevant programming events to support you in your HR career. The focus of this issue is the Peel Chapter itself. In the following pages, we reflect on the past years’ successes through articles and pictures. We also pay tribute to our wonderful volunteer force, without whom we would not be able to provide the quality programming you have come to enjoy.

This is will be my last round as executive editor of the Peel Perspective, as my board term is coming to an end. It has been my pleasure to work with so many talented and passionate people. I urge every one of you to take advantage of your HRPA membership—Come out to the events, get to know your colleagues, learn new and interesting facts, and expand your professional network. You won't regret it!

Enjoy this issue and feel proud that you belong to a chapter of dedicated and motivated HR colleagues.

Cheers,
Susan

President's message

Bessie Wang, MBA CHRL, President, HRPA, Peel Chapter

Since I took on the new role of the Peel Chapter president 12 months ago, our chapter has achieved many goals. We could not have arrived at this level of success without our members’ support and the tremendous efforts of our chapter volunteers. This issue of the Peel Perspective is all about you!

Together with the Peel Chapter board members, our volunteers arranged and presented more than 25 programs in the past year. Workshop topics included How to Get Noticed with Tips from Recruiting Experts, Critical Elements for Effective Benefits Plan Management, Using LinkedIn to Advance Your Career, The Psychology of Performance Management, Big Data and its Application in Human Resources, and Legal Updates.

Did you know that the Peel Chapter won the HRPA 2015 Chapter of Excellence Award in Mentoring? On April 6, 2016, I was honoured to attend a special gala to recognize all of our Peel Chapter volunteers, the mentors and their protégés. That evening, I had the pleasure of speaking with one of our mentors who actually mentored three protégés. We also recognized our newly minted CHRL members and a new CHRE. It was an incredible occasion, seeing so many members willing to make a difference and perceiving their sense of pride as members of our chapter.

There are many opportunities for volunteers to help out and to benefit from these experiences. A number of you sat down to talk to me personally. Some of you have subsequently ended up volunteering in various capacities within the chapter. I found that those conversations helped me to develop a fuller understanding of a volunteer’s perspective.

You may have realized by now that when you volunteer you begin to build a network of contacts that you can tap into down the road. We are human resources professionals and are naturally skilful at building relationships with one another. The associations you create with fellow volunteers can become your professional connections many years down the road.

On behalf of the Peel Chapter board of directors (who are also volunteers), I would like to express my sincere appreciation to all our chapter volunteers. It is you who make our chapter so vibrant, interesting and successful.

Your board of directors is working on the chapter’s strategic plan and considering many excellent programs to offer our membership over the next 12 months. Please feel free to drop me a line at president@hrpapeel.ca if you would like to volunteer or if you have new ideas to share with us.
Attendance was full at this Employment Law PD day. It’s very encouraging to see our HR professionals keeping themselves informed of all the changing legalities. The employment law update featured 2015’s hot cases, as well as sound advice and important cautions for HR Professionals. Also this year, the floor was open to attendees, providing HR professionals with the opportunity to ask their burning employment law questions and to receive related advice.

Those in attendance learned how recent court decisions have affected the way HR must do business going forward. They also received tips for improving the efficiencies of their disability management practice. Attendees received information on effective foreign worker recruitment and the requirements of the Canadian immigration system. The final session explored best practices in dealing with older workers, including considerations for terminations, accommodation and engaged dialogue. Attendees also benefitted from legal advice related to the risks of terminating and disciplining older workers.

Overall, this proved to be an excellent, educational professional development day.

Presenter Adam Walsh from Elby Professional Recruitment began the event by introducing LinkedIn and how it has changed the world of recruitment. As of October 2015, LinkedIn’s user base had reached 400 million in over 200 countries, of which 9 million users were located in Canada. Adam also revealed that 94 percent of recruiters surveyed indicated that they utilize social media such as LinkedIn for recruitment. Knowing this, all professionals’ approach to using LinkedIn should be more proactive.

This session explored how to make active connections on LinkedIn and then use those connections to understand companies and their workforces. Adam showed examples of good LinkedIn profiles, as well as how a good picture goes a long way in making the right professional impression. The use of family/social photos, inappropriate photos, political topics, and racial comments can all be mistakes. The session concluded with a question and answer period with a focus on how to use LinkedIn effectively in a job search.
PROFESSIONAL DEVELOPMENT DAY
February 24, 2016
Megan Shanahan

Not just any regular PD Day, this event was a Special Professional Development Day hosted by Dr. Nick Bontis. Many know Dr. Bontis as an award-winning professor, director, and the 2015 HRPA Annual Conference opening keynote speaker, who has been ranked among the Top 30 management gurus and Top 5 management keynote speakers worldwide.

In his engaging PD Day presentation, Dr. Bontis presented the results of an analytical approach to HR measurement and provided an overview of the implications for attendees who were looking to build HR analytics into their organizations.

Next, Brian Gottgeil and Natasha Savoline from Bernardi Law presented on Ontario’s Sexual Violence and Harassment Action Plan Act and what it means for employers. The proposed Bill 132 requires employers to investigate and to revise policies and procedures to reflect their expanded duties and obligations to protect workers from workplace harassment. This seminar taught attendees how to prepare for these changes.

The final seminar from Bernardi Law centred on managing hidden disabilities in the workplace. Attendees learned how to effectively navigate the difficult situations that arise when dealing with employees with hidden disabilities.

This day presented fascinating speakers along with interesting and useful topics—a fantastic event for HR professionals.

BREAKING INTO HR – LANDING THAT FIRST HR ROLE FOR NEW GRADS AND/OR NEW CAREER
Student Event – March 10, 2016
Gagan Aulakh

Marta Tsap from VPI Inc., opened the presentation by sharing her experience on how she had landed her first job in HR. Marta emphasized the importance of both networking and volunteering to build experience, as well using each and every opportunity for self-marketing. She emphasized the importance of developing a network and using it to sell oneself to potential employers. She also discussed the challenges of networking and overcoming them by simply talking to people. According to Marta, our world has changed and we must connect with people to market ourselves as a brand. Marta also answered questions about the creative ideas she used to break into human resources for that first job.

MOCK INTERVIEWS
Employment Networking Group – March 21, 2016
Carmen Fischer

The Employment Networking Group event was different from events that feature a guest speaker. At this event, all participants were presenters. Tables were set up for mock interviews, allowing four or five participants (interviewees) to be interviewed by one recruiter who led the interviews. The host recruiter explained how to apply the STAR (Situation-Task-Action-Results) method for answering behavioural interview questions, such as:

- What was your worst team experience?
- In your own experience, tell me an example where you have gone above and beyond your duty.
- What are you expecting to accomplish in the next three to nine months?
- What do you enjoy or not enjoy about your current job?
- Why would you like to work for us?
- What are the skills you bring to this role?
- Tell me your story.

Participants learned that weaknesses are not always an indication of something wrong. On the contrary, what matters is the way an individual reacts or what a person does to improve and overcome a challenge.

Continued on page 18
The HRPA Peel Chapter was proud and excited to receive the 2015 HR Chapter of Excellence award for Mentoring. The HRPA Chapter of Excellence awards are designed to “recognize and celebrate the progress Chapters have made toward enriching the member’s experience”. Specifically, this award measures the highest mentor program enrolment (mentors and mentees) expressed as a percent of total chapter membership.

The HRPA Peel mentoring program provides an opportunity for less experienced HR professionals to gain knowledge and insight from more experienced professionals. As we all know, there are many benefits to mentoring for both the mentor and mentee. Benefits for the mentee include:

• the opportunity to receive guidance and support to work toward professional goals and objectives,
• a forum for the exchange of ideas and action plans and for receiving comments and suggestions, and
• the opportunity to discuss challenges, questions and real-life scenarios in a non-judgemental relationship.

Mentors have the opportunity to develop leadership and coaching skills and develop new talent.

The mentoring program at the HRPA Peel Chapter has been designed to formally encourage this very important relationship while providing structure and support to the relationship, as well as broader networking opportunities.

HRPA Peel is proud of our most recent Chapter of Excellence award and will continue to focus on bringing our members valuable professional development and networking opportunities.

Mentoring success and another award for HRPA Peel

Lexi Hambides
Special thanks to our 2015-2016 Peel Chapter mentors:

Olivia Abela
Jenn Agard
Zareen Agha
Jacqueline Aldred
Kathleen Anderson
Shabina Arfeen
Jennifer Armour
Mickie (Monique) Armstrong
Kernesha Baird
Sally B. Balram
Christine Barwell
Evette Bent
Anil Bhasin
Jim Bird
Yash Brar
Peter Bremner
Shannon Browne
Catherine Campbell
Rebecca Carvalho
Liz Catalli
Jihan Cercado
Roxana Chalmers
Kanchan Chugh
Nettoya Clarke Williams
Dan Cloutier
Michael Cole
Bob Cooke
Mimoza Daci
Lorraine Darcheville
Adrian De Cunha
Lisa De Felice
Maximilan De Souza
Genevieve Dedech
Rachel Dee
Edna Delgado
Michelle Deslippe
Natasha Desouza
Barb Di Marco
Ken Dietz
Allysha Dindyal
Emily Ding
Sue Drake
Shalini Duggal
Mohamed El Amir
Sarah Esau
Brenda Fernandes
Angel Fong
Monica Frank
Varghese George
Denny George
Nicole Gervasio
Nav Gill
Cleopatra Gooden Simms
Tara Goodhand
Bonnie Grogan
Sandra Gwany
Monica Hagioglu
Lexi Hambides
Shady Hana
Elaine Harkiss Laird
Maria Hildreth
Mary Ho
Fazila Hossein
Shaun Jethva
Karyl Jones Whittle
Jamal Junaid
Suneta Kachru
Gowthumy Kalhan
Denise Mahoney
Rosy Makkar Sethi
Sum Yee Man
Shari Martin
Veronica Martin
Colomba McAlary
Romola Menon
Tushar Mohit
David Morley
Farah Mughal
Nina L. Nguyen
Melanie Oleskiw
Jennifer Oyler
Grace Paladino
Theresa Passanha
Rochelle Pelletier
Marie Percival
Nicola Pereira
Lori Pink
Naveed Pirzada
Pam Price
Ishwarjot (Omer) Proothee
Patricia Ramsawak
Harleen Rana
Kelsi Rix
Paul Rushton
June Russell
Tina Sabido
Gurjit (Gitu) Sandhu
Kulwinder (Kal) Sandhu
Dolare Seran
Jyoti Seran
Deepak Shinto
Shanta Singh
Ayesha Singh
Angelyn Singh
Auriel Smith
Sabah Sohail
Usha Surrao
Aditi Swaminathan
Valerie Thompson
Michael Tominac
Carissa Trinidad
Karen Tulk
Anne Uzelac
Sunaly Vohra
Marisa D. Wallis
Doreen Williams
Patricia Woon Fat
Fara Yazdani
Colleen Young

Your efforts have really made a difference!
Congratulations to our 2015-2016 Peel Chapter proteges:

Sheryl Abraham  Gabriela Cevallos  Michelle Haft  Colomba McAlary
Zareen Agha  Oshin Chhabra  Monica Hagioglou  Janett McPherson
Isma Ali  Kimberley Christie  Mohammad Sami Ul Haq  Romola Menon
Patricia Antonio  Kanchan Chugh  Yang He  Natalie Mishchenko
Shabina Arfeen  Domenic Conte  Deveen Hunter Baker  Natalie Mohammed
Jennifer Armour  Vanessa Cox  Shabbir Husain  Tushar Mohit
Ria Arora  Mimoza Daci  Nicole Johnpulle  Kiran Nauman
Abby Arulparan  Lorraine Darcheville  Brittany Johnson  Samia Nouroze
Mehreen Asif  Kashmir Dave  Amy Joseph  Emily Nyambaka
Tamara Atkinson  Iris D’cruz  Amandeep Kaur  Kristina O’grady
Neelu Atwal  Lisa De Felice  Nada Khan  Stephanie Oliveira
Gaganpreet Aulakh  Tracy De Jong  Rochelle Khelawan  Iryna Onipko
Yvonne Azaglo  Genevieve Dedech  Alexander Khrapov  Jennifer Oyler
Elena Baev  Jugvinder Dhamrait  Sharda Kissopersad  Lisa Padgett
Kernesha Baird  Geetha Dhanaraj  Anita Kumar  Leo Pasia
Elizabeth Bak  Baljeet Dhesi  Loretta Lacey  Theresa Passanha
Anita Bale  Raj Dhillon  JAGRUTI LALL  Tamara Pavlovic
Ryan Banks  Allysha Dindyal  Charmaine Lata  Nicola Pereira
Abha Bedi  Emily Ding  Ruiting Li  Thea Persaud
Veedeeta Beedasy  Shevon D’silva  Catherine Li  Diane Pestrin
Nicole Belgrove  Shalini Duggal  Jassi Litt  Marcello Petrocco
Giselle Benn  Dalia Elenin  Daphne Liu  Keri Petruzza
Sarah Bhairo  Sarah Esau  Shassha Loftman  Leena S Philip
Anil Bhasin  Princess Espela Guinto  Aly Louis  Stephanie Phillips
Fatima Bhopali  Abdul Wasey Faruqi  Stephanie Lowe  Sameer Phondge
Meghana Bhosekar  Brenda Fernandes  Stephanie Lu  Mignonette Pinto
Yash Brar  Angel Fong  Silvia Luhr De Martino Marcal  Drashti (Danni) Prajapati
Susan Brown  Jacqueline Geisler  Alana Maharaj  Pavatha Puvaneswaran
Shannon Browne  Denny George  Farah Malik  Patricia Ramsawak
Kimberley Bruno  Nav Gill  Sum Yee Man  Jessica Rangel
Christopher Cappelli  Tara Goodhand  Shari Martin
Rebecca Carvalho  Magdalena Gorkiewicz  Kendra Martin
Jihan Cercado  Bonnie Grogan  Melissa Masternak

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Many thanks to our Peel Chapter 2015-2016 volunteers:

Sheryl Abraham
Sumera Ahmed
Matthew Armellin
Gagan Aulakh
Zeeshan Azmatullah
Kernesha Baird
Elizabeth Bak
Sally Balram
Nakita Benson
Evette Bent
Sherin Bimal
Liz Catalli
Julie Chagger-Lajmanovski
Pamela Connolly
Domenic Conte
Vanessa Cox
Genevieve Dedech
Jenn Dotagard
Jake Feltmate
Cheryl Finucane
Carmen Fischer
Linda Ford

Rena Gandham
Denny George
Bonnie Grogan
Monica Hagioglu
Lexi Hambides
Shady Hana
Jaqueline Harvey
Suneta Kachru
Amarinder Kaur
Baljeet Kaur Dhesi
Lisa Keenan
Nada Khan
Asif Khan
Anita Kumar
Daphne Liu
Richlyn Lorimer
Flavia Luston-Blair
Sara Maenhaut
Kendra Martin
Veronica Martin
Tushar Mohit
Olga Moldovan

Clinton Molnar
Sunil Nair
Kiran Nauman
Runjeet Bibi Noushrina
Melanie Oleskiw
Sharlene Persaud
Naveed Pirzada
Mubina Rahim
Anu Rathod
Karen Rebello
Lucie Rodrigues
Paul Rushton
Tina Sabido
Nada Samar
Deepak Sant
Marcia Scheffler
Jeannette Schepp
Jyoti Shamnani
Megan Shanahan
Asma Sheikh
Deepak Shinto
Shanta Singh

Manak Sodhi
Susan Steer
Usha Surrao
Abbiegail Tan
May Tran
Jessica Vadouris
Kim Vogel
Adam Walsh
Bessie Wang
Christiana Wemegah
Carmen Wong
Sue Yanne
Colleen Young

You have all helped to put our chapter on top!
Susan Steer is a board member of the Human Resources Professional Association who, over the past three years, held the role of director of publicity/communications for the Peel Chapter. Passionate about the human resources profession, this woman of action is currently a senior human resources manager at Capgemini Canada Inc. Susan is actively involved in her community and sits on the board of directors for Springboard Services, a social services organization focused on our at-risk and vulnerable population, helping people connect, become inspired and achieve their full potential. She also sits on the national board of directors for Mothers Against Drunk Drivers (MADD).

**SUSAN’S ROAD TO HR**

In the early years of her career, Susan worked in operations, but was always drawn towards the ‘people’ side of business. So when she was offered a role in the HR department by her then employer, Susan jumped… with both feet. It proved to be a life-changing decision. Susan has found working in the technology and health care industries to be very satisfying. Having spent most of her career in unionized environments, she enjoys working out the issues within the context of the law and collective agreements, which are legally binding contracts. “This is extremely interesting work that calls for creativity, lateral thinking, patience and strong relationship-building skills,” Susan states with confidence.

In her current role at Capgemini Canada Inc., Susan is focused on the business services outsourcing unit. Her strategic role touches on many of the core areas of HR and makes an impact. Locally, she works with a large, unionized employee group, which entails regularly collaborating with management and the union to find solutions that balance the needs of the organization while respecting the collective agreement. “I participate in developing strategies, workforce planning, the grievance and arbitration process, as well as ongoing rounds of collective bargaining, with two unions and multiple locals” Susan adds. “Internationally, I work with colleagues around the world on learning and development, on-boarding and talent management initiatives.”

Variety is a source of much of Susan’s job satisfaction, each day bringing something different. As Capgemini is a global organization, there is also opportunity for her to travel locally, nationally and internationally. “I like the autonomy of my role. I have two offices, in Toronto and Markham and often visit our London (Ontario) office. I enjoy influencing positive change, making a difference, and seeing the results of my efforts.”

Susan joined the Peel Chapter board of directors in 2013 and took on the volunteer role of director of the publicity/communications committee. She places great value on working with many talented and dedicated HR professionals. “I had the pleasure...”
and benefit of a great committee who worked hard to meet all of our deliverables. It has been a very satisfying experience, and both my professional and personal life have been enriched during the process.” The greatest challenge Susan has faced, however, is the successful juggling of her work, home and volunteering commitments.

Over the last three years, under Susan’s leadership, the publicity/communications committee provided relevant information and guidance to chapter members through the e-magazine, *Peel Perspective*. Each issue is focused on a different aspect or area of HR, including Culture, Leadership, Learning and Development and Labour Relations. The board of directors is continuously seeking ways to support the growth, knowledge, and sense of belonging of all chapters members—HR professionals, from practitioners to CHRP, CHRL and CHRE. Susan and the publicity/communications committee have also worked hard to be present and approachable at all functions—interacting, taking photos and generally engaging those in attendance.

Re-inventing the *Peel Perspective* e-magazine certainly counts among the highlights for Susan. The highly polished and professional showcase of HR topics and people is published three times each year. *Peel Perspective* also provides a forum for sharing general, informative and fun information, as well as details of changes to legislation, such as amendments to the *Employment Standards Act*. “I am very proud of the sustained effort of the committee to come up with ideas and pull together articles, interviews, advertisements, quizzes, etc. for each issue,” Susan says.

When asked her thoughts about chapter volunteering, this dynamic leader declares, “First and without hesitation, I recommend it. Volunteering for your chapter opens up a new world. You meet a wide variety of people from different areas of the HR disciplines and learn so much about yourself in the process. It is a great opportunity to develop skills in leadership, collaboration and team-building.”

Susan is pleased to reveal that in the HRPA Peel Chapter, interest in volunteering is growing, largely due to the chapter’s strong programs and outreach activities. “The fact that Peel Chapter was recognized as the Chapter of Excellence for its Mentoring Program speaks volumes, not only about the dedication of the mentoring director and committee, but also about the high level of engagement among chapter members—with thirst for knowledge and growth matched with the desire to share.”

...continued on page 19
Peel Chapter’s incoming communications director is a driven, hardworking leader, committed to the tasks of every role he takes on. Currently working in human resources for the Ontario Lottery & Gaming Corporation (OLG), Rob Gearing is a member of the HRPA and holds the CHRL designation. He has served on the Peel HIV/AIDS Network board of directors for the past five years and, as one of the founding members of the Pride Committee of Peel, has been involved in the planning of the Annual Peel Pride Week (2003 to 2006 and 2009 to the present). Since 1994, he has also participated in a number of AIDS Walks in both Toronto and Peel. Rob attended the University of Toronto and Humber College. He currently resides in Brampton with his partner.

Toward the end of his university studies, it began to dawn on Rob Gearing just how much he enjoyed the HR functions of his job as a swing shift manager at McDonald’s. This insight prompted him to pursue HR studies at Humber College. Today, as an HR coordinator with OLG at the Woodbine Racetrack slots, Rob supports the customer relations and security departments. He also looks after WSIB, STD and LTD disability claims, benefits and certain recruiting and labour relations issues—all with three different unions and collective agreements in place. The slots are open 7 days a week, 24 hours a day, so the HR department is often very busy.

Rob truly appreciates his coworkers and enjoys the working relationships. “Our HR team members are always willing to help one other, share knowledge and bring unique perspectives gained through our varied experiences. We have a win-win situation.”

Already a seasoned volunteer for the Peel HIV/AIDS Network, Rob recently decided to apply to volunteer for the Peel Chapter board. With a passion for volunteering, this incoming director of communications regards this new role as a welcome opportunity to give back to the chapter, as well as to the profession as a whole. “We all have knowledge and experiences to share with others. By volunteering, we have the opportunity to make a difference and to support those causes that are important to us.”

THE IMPORTANCE OF VOLUNTEERING

When asked about the popularity of volunteerism in today’s society, Rob sees that interest is currently growing, as high school students must complete a mandated amount of community volunteer hours in order to graduate. This introduces young people to the enjoyable and rewarding experiences that come along with volunteering and serves to encourage them to remain involved throughout their lives. “I would encourage everyone to become a volunteer—but only for causes and organizations that they are truly passionate about. Volunteering provides opportunities for personal and professional growth and is such a rewarding experience.”

Rob also recommends that HRPA members becoming involved in their respective chapters and with the HRPA—especially as this offers many
opportunities to network, learn and grow. “I spent more than 15 years volunteering at the HRPA Annual Conference and I made some great connections and friends along the way. I also enjoyed being at the conference each year.”

**HOW TO SUCCEED IN HR**

When asked about the keys to success in HR, Rob feels that it is essential to be a good listener and good communicator. “You also need to look at problems as opportunities and to be focused on finding solutions.”

With regard to moving up the HR ladder, Rob recommends volunteering where you can to gain experience. On the job, it’s also important to remain open to taking on new tasks and learning new things. Management will notice when you show initiative and take interest in your work.

“**A great leader is someone who encourages, mentors and motivates their people—somebody who thinks proactively, leads by example and understands that they too, are part of the team.**”

**THOUGHTS ABOUT HR TODAY AND IN THE FUTURE**

What is HR’s best plan of action during difficult times? Rob asserts that, rather than giving in to panic, human resources departments needs to remain focused and encourage managers to ensure that they and their employees remain engaged and working as a team. HR’s attention should be on enabling employees and managers to seek out solutions and opportunities—rather than to dwell on the problems.

Social media is another topic that gives way to animated conversation; it has certainly made its impact on HR. Rob enthusiastically points out that social media provides multiple channels of communication between the HR department, employees, and the public. In addition, SM offers different ways of recruiting and training and delivers a system to monitor the actions of employees and their comments about their employers. It should be embraced and systematically utilized by HR.

Questions are often posed about the future—of society as a whole, and of HR in particular. “I think that HR will need to adjust to the constant changing needs of employees and the organizations we work for,” Rob suggests. “Understanding how technologies change and emerge will have a strong effect on the approach to human resource management down the road.”

Looking back on his life so far, Rob acknowledges that in his younger days, his parents always inspired and encouraged him to do his best. Today, Rob continues glean inspiration and encouragement from his partner as well as from his volunteer work.
A new HR certification process unfolds

Gagan Aulakh, CHRP

With the establishment of a new HR certification framework three new designations have now been introduced:
- Certified Human Resources Professional (CHR) Level 1;
- Certified Human Resources Leader (CHRL) Level 2 (formerly CHRP designation); and
- Certified Human Resources Executive (CHRE) Level 3 (formerly SHRP designation).

For these designations, 228 competencies are assessed. Of these, 213 are functional competencies and 15 are enabling competencies at each level. The new designations are each independent professional-level designations. They are not prerequisites to the next level, although they can be used as stepping stones.

Overall, the following are the seven key additions to the new certification process.

1. Comprehensive Knowledge exam replaced by two different exams: CKE1 and CKE2
   CKE1 is required for entry level CHRL. The CKE1 comprises 150 questions, of which the exam contains 25 test questions. The average time to complete the CKE1 is three and a half hours.
   CKE2 is required for advanced level CHRL. The CKE2 comprises 225 questions, of which the exam contains 25 test questions. The average time to complete the CKE2 is five hours. The CKE2 exam is designed with two parts that must be completed on the same day. Typically, the first part will run from 9:00 a.m. to 12:30 p.m.; the second part will run from 1:30 p.m. to 3:00 p.m.

2. Professional Experience – Specific criteria have been established to define what is meant by professional experience.
   The Experience Assessment Committee will evaluate professional experience to assess if it is:
   - in HR,
   - at an appropriate level,
   - for a cumulative duration of three years, and
   - acquired within the previous 10 years with at least three months’ experience in the previous two years.
   The committee will also evaluate:
   - Independence of actions, including the amount of planning, self-direction, decision-making and autonomy involved in the work experience;
   - Depth of work requirements, including the extent to which work experience requires information analysis and interpretation of relevant information;
• Level of interaction, including the degree to which the individual interacts with a broad spectrum of contacts, including decision-makers; and
• Responsibility for work outcome, including the level of accountability for work and decisions

3. Proof of completion of recognized degree will be required.

4. Jurisprudence exam

This is a multiple-choice exam that will assess the knowledge of workplace and employment law.

5. Professional program – CHRL

Starting early 2017, for acquiring CHRL designation it is mandatory to participate in the professional program. To be eligible for this program, members must have passed the CKE2 exam. The Professional Program consists of four two-day sessions that will be offered through online modules.

6. Final Performance Exam – CHRL

Starting in 2018, this will be a case-based exam.

7. Continuing Professional Development

To complete the Continuing professional development (CPD), HR professionals must demonstrate the following:

• Enhance their abilities as an HR practitioner and strategic business partner
• Contribute to the acquisition of new knowledge
• Build familiarity with contemporary HR issues
• Reinforce essential skills related to HR practice
• Contribute to the development of new skills that enhance performance as a HR professional.

Also, 66.67 hours of professional development activities for every three-year CPD period will be required.

For further information, including the Implementation Timetable, visit hrdesignations.ca/for-professionals

To receive updates about the new HR designations, the MyHRPA smartphone app is available for download from the Apple App store or Google Play Store. New requirements to the designations will be added over the next three to five years.

Source: HRPA.ca

Save the date for our next 2016 events!

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<tr>
<th>Date</th>
<th>Time</th>
<th>Event</th>
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<td>7:00–9:00 p.m.</td>
<td>Employment Networking Group</td>
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<tr>
<td>Monday, September 19</td>
<td>7:00–9:00 p.m.</td>
<td>Employment Networking Group</td>
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<tr>
<td>Thursday, September 29</td>
<td>6:00–8:00 p.m.</td>
<td>Fall Social</td>
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<td>Thursday, October 13</td>
<td>8:30–4:30 p.m.</td>
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<td>Tuesday, October 18</td>
<td>6:00–8:30 p.m.</td>
<td>New Members Dinner</td>
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<td>TBD</td>
<td>HRPA Law Conference</td>
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<td>Thursday, October 27</td>
<td>5:30–8:30 p.m.</td>
<td>Total Rewards Dinner</td>
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<td>Wednesday, November 2</td>
<td>5:30–8:30 p.m.</td>
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<td>Thursday, November 17</td>
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<td>Mentor Orientation</td>
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<td>Monday, November 21</td>
<td>7:00–9:00 p.m.</td>
<td>Employment Networking Group</td>
</tr>
<tr>
<td>Wednesday, December 7</td>
<td>7:00–9:00 p.m.</td>
<td>Holiday Event</td>
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</tbody>
</table>

Further details coming soon!
This year’s Annual Business Meeting really cooked!

Megan Shanahan

On May 24th, HRPA Peel Chapter ABM had much more in store than a review of the chapter’s performance... it was followed by an interactive cooking class.

The evening started out with the usual business of an Annual Business Meeting—a review of the financials, performance and programs rolled out over the last year. Then each director gave a presentation on the performance of his or her respective functions, and incoming directors were warmly welcomed.

Following the ABM, attendees participated in a fun, interactive, not to mention delicious cooking class, hosted by Chef Matthew Kennedy.

Attendees enjoyed watching Chef Matthew and his team create the main course—Roasted Chicken Supreme with Israeli couscous, sautéed local mushrooms, green wax beans and a quick pan sauce. Then everyone rolled up their sleeves to prepare the appetizer—mango and julienned vegetable cold rolls with sweet chili dipping sauce, and the dessert—classic east coast blueberry cobbler with homemade vanilla ice cream.

After all the hard work was done, the attendees had the opportunity to feast upon the delectable food they had helped to prepare.

This was a fantastic event, thoroughly savoured by everyone.
COACHING AT THE EXECUTIVE LEVEL TO INCREASE YOUR INFLUENCE
Programs Dinner – March 30, 2016
Megan Shanahan

This interactive workshop was led by Rosanne Carcasole, an experienced, certified coach who brings over 25 years of real-world business experience to working with her clients. The workshop provided ideas and tools to enhance HR Professionals’ abilities to coach and support executives in their organization. Attendees learned about the difference between executive coaching and regular coaching, as well as the ways to make an executive coaching session successful. At the end of the session, attendees were given the opportunity to practice the skills and tools they learned in the session—so they would be comfortable taking the learning back to their workplace.

WHY EMPLOYEE ENGAGEMENT SURVEYS ARE SO YESTERDAY
Programs Dinner – April 26, 2016
Carmen Fischer

While enjoying a delicious dinner, participants had the pleasure of listening to two impressive speakers. The first presentation was led by Claude Balthhazard, PhD, C. Psych., CHRP, Vice-President of Regulatory Affairs and Registrar at the Human Resources Professionals Association, who spoke about the HRPA Strategy. Claude explained about the association’s growth over the last 10 years. Based on the Values and Mission Statement, a strategy map was created with four pillars for the development of the HR designation, all centred on professionalism. Statistics and metrics demonstrated the impact of the Registered Human Resources Professionals Act on designation growth and professional development. Claude concluded his presentation by discussing the importance of volunteering.

The second speaker was Carol Ring, CEO and Founder of The Culture Connection, whose presentation focussed on the idea that “Employee Engagement surveys are so Yesterday”. Carol started by explaining the four areas in which culture can impact an organization’s bottom line and the effects of culture on employee retention. She explained the definition of Culture Entropy and her adaptation of the Maslow’s Hierarchy of Needs model with Seven Levels of Organizational Consciousness. The audience had the opportunity to do an exercise identifying each participant’s key personal values. This exercise was designed to identify how employees’ personal values fit with their corporate values.
We wish you well in your continuing journey.

“...but is entirely worth the effort. I truly value the work of these organizations whose focus and perseverance keep things in perspective.”

In discussions about the future, Susan has a very positive view of the what’s in store for Peel Chapter. “As long as we are committed to providing great support and valuable programming to our members, we will remain a strong and viable part of their professional lives.” This communicator sees Social Media becoming a prominent tool for communication, “particularly for our younger members who are so savvy with the tools available.” Susan also sees members becoming more involved with the HRPA and other chapters as the one large community continues to grow.

As for the future of the publicity/communications committee under the leadership of her successor, Rob Gearing, Susan states unequivocally, “Rob is a talented and committed individual. I have every confidence in his ability to continue making the publicity/communications committee a viable part of the chapter.”

We all thank Susan for her invaluable contribution to HRPA Peel Chapter and wish her the very best in her future endeavours."
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- Patricia McConnell
HR, Lanark County

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- Jim Cutler, HR, Lasting Solutions

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- Frank MacNeil, HR
Bank of Montreal

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