

## How will it benefit me as a human resource professional?

Competency models have become a dramatic resource in refocusing people on what it takes to succeed in today's workplace environment.

IPMA's HR competency model is for human resource professionals who want to grow and expand their knowledge to become leaders in the human resource field.

This course will provide an opportunity to understand the competencies required for an advanced position as a human resource professional. It will assess your current competencies and help you plan to improve your competencies to ready you for promotion or an advanced position or sharpen your skills in a senior position.

### You will:

- ✓ Understand the emerging competency approach to professional development
- ✓ Understand the IPMA human resource competency model, its four major roles and 22 competencies
- ✓ Define your leadership skills and learn how to exercise leadership
- ✓ Receive a formal personal leadership assessment from the HAY Group Leadership Evaluation Tool. **(NEW)**

The IPMA Human Resource Competency Model was developed to enhance the human resource practitioner's performance by encouraging professional growth and excellence in areas identified as critical to ensuring exemplary organizational performance.

The session uses discussion, exercises and assessments using the IPMA model as a vehicle for dialogue about changes happening within and around Human Resources. After the session, participants will continue to serve their organization as a Human Resource expert and add increased value to the organization through the roles of Business Partner, Change Agent and Human Resource Leader.

### In this course you will:

- Learn how to resolve disputes by negotiation and conflict resolution, win-win negotiating and mediation.
- Understand the Business Partner role, explore core and shared competencies for the Business Partner role and how to transition to the Business Partner role.
- Learn to become a consultant by learning about the consulting process, levels of listening and prudent risk-taking.
- Learn how to focus on performance and take a performance perspective by identifying factors that affect performance and develop an action plan for improvement.
- Become eligible to apply for designation as an IPMA-CP (certified professional) or IPMA-CS (certified specialist).
- Receive a formal personal leadership suitability assessment with the HAY Group Leadership Evaluation Tool. **(NEW)**

## Our Facilitator

### IPMA-Canada

« the ippeople management association »

[www.ipma-aigp.com](http://www.ipma-aigp.com)

### AIGP-Canada

« Association ie la gestion du personnel »

### Glenn Saunders, IPMA-CP

Executive Director, IPMA-Canada  
National Honorary Life Member of IPMA-Canada  
Former National President, IPMA-Canada



International Personnel Management Association-Canada

« the people management association »

An advanced workshop in  
Human Resource Management

# Developing Competencies for HR Success



Best Western Plus, Fredericton, NB

March 10-13, 2014

(9:00 am to 4:00 pm each day)

Exam: March 13, 2014 (8:30 am to noon)



## IPMA-Canada Membership

IPMA-Canada is Canada's national association of human resource practitioners. When you become an IPMA-Canada member, you automatically gain access to a wealth of professionally recognized programs and services that are designed to meet the certification standards, expectations and communication needs of Canadian human resource practitioners.

## IPMA-Canada Certification

IPMA-Canada's international certification program provides HR professional with one standard of excellence in Human Resource Management which is recognized around the world. The letters IPMA-CP, IPMA-CS or IPMA-EX after your name are proof positive that you are a highly trained, motivated and dedicated human resource professional. One of the eligibility criteria for the IPMA-CP, IPMA-CS or IPMA-EX designation is a passing mark on the competency examination that is part of this course. Alternately, the examination may be challenged onsite the day after the course without completing the course. A non-refundable examination fee of \$200.00 must be paid in advance of the challenge. The exam may also be challenged online.

To learn more about membership in IPMA-Canada or about our international certification program, visit our website at:  
[www.ipma-aigp.com](http://www.ipma-aigp.com)

# International Personnel Management Association—Canada

« the people management association »

## Registration Form

### Please register me for:

- |  | Price    |
|--|----------|
| <input type="checkbox"/> Course & Exam (member)                | \$600.00 |
| <input type="checkbox"/> Course & Exam (non-member)            | \$750.00 |
| <small>Includes one-year IPMA-Canada membership</small>        |          |
| <input type="checkbox"/> Exam Only (with Study Guide provided) | \$200.00 |

Subtotal: \_\_\_\_\_

Tax (GST/HST): \_\_\_\_\_

Total: \_\_\_\_\_

### Method of Payment:

- Invoice me
- Cheque to Follow
- Visa

Credit Card # \_\_\_\_\_

Expiry Date: \_\_\_\_\_

Signature: \_\_\_\_\_

### CANCELLATION POLICY:

Substitutions will be allowed but no refunds will be issued unless written notice is received prior to January 31, 2014. IPMA-Canada reserves the right to cancel and refund registrations within 7 days of the start of the HR Competency Workshop.

Name \_\_\_\_\_

Address \_\_\_\_\_

Employer \_\_\_\_\_

E-mail \_\_\_\_\_

Phone \_\_\_\_\_

Fax \_\_\_\_\_

### TO REGISTER:

By Fax:: 709-364-6824

By e-mail: [national@ipma-aigp.ca](mailto:national@ipma-aigp.ca)

Tel: 1-888-226-5002

### PLEASE FORWARD PAYMENT TO:

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