

NEW

September 21, 2007

Directions

Focus on stewardship competencies

Human Resources Management

People are what makes it possible for an organization to achieve its goals — their creativity, their engagement, and their ability to innovate, said Janis Bartley, A/Director, Human Resources.

In times of change, that's even more true.

That's why the ministry has identified a core group of 15 skills, knowledge and behaviours — collectively known as stewardship competencies. These competencies will help employees be successful in their positions as the ministry moves to its new business model and will help the ministry achieve its operational and performance goals.

One of the 15 competencies is human resources management.

"Managers with effective human resources management competencies engage their employees. In turn, engaged employees enable the organization to better achieve its goals," Bartley said.

The competency of human resources management has two broad aspects. One is operational and is concerned with day-do-day processes. The second is strategic and organizationally focused, and ensures there is a human-resources management system in place ministry-wide. Bartley said human resources management is a competency

that's relevant to managers as well as employees.

For managers, human resources management includes a strategic approach to best utilizing the human resources in their department or area. Skills and practices required include developing departmental human resources plans, which should take into account:

- Employee abilities and skills
- Medium- and longer-term department needs to determine the talent and expertise required
- A plan for recruiting people with the expertise and skill sets that have been identified as future requirements
- Where new staff will be assigned, their job descriptions and future assignments or projects they will be involved in
- Training and professional development programs as well as retention strategies.

Bartley said that building these strategic priorities into human resources management generates organizational strength for the ministry.

Bartley believes that strategic management of human resources is a key skill set that will be needed across the ministry. ■

This is the first of a series of articles on the ministry's stewardship competencies that will be appearing in NEW Directions in the months to come.

For a detailed explanation of the stewardship

competencies, refer to the [MOHLTC Stewardship Competencies Guide](#).

You can find information on ministry programs available to support the development of these competencies, in the [Learning and Development section](#) on INFOweb.

NEW Directions

NEW Directions, published for employees of the Ministry of Health and Long-Term Care by the Communications and Information Branch, can be read on-line at INFOweb at <http://intra.moh.gov.on.ca/>.

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Do you have questions about the organizational change?

- Ask your manager
- E-mail your questions or comments to the feedback account at anewdirection@moh.gov.on.ca
- Call the feedback line at 1-888-862-0528 or TTY: 1-800-387-5559

Stewardship in Action

Current Learning and Development Programs

September/October/November 2007 Calendar

Senior Managers	<u>Career and Leadership Coaching and Workshops</u>	<u>Stewardship In Action Leadership Program — Modules</u> • Module 1, Cohort 4 — September 25 and 26 • Module 2, Cohort 1 — November 5 and 6 • Module 2, Cohort 2 — November 20 and 21	<u>Stewardship In Action Leadership Program — Action Learning</u> Ongoing Action Learning Project Teams	
All Staff	<u>Career Supports</u> <i>Queen’s Park:</i> • <u>Marketing Me</u>: October 4	<u>Competency Programs</u> Open Registration Sessions : <i>Queen’s Park:</i> • <u>Negotiating and Influencing Skills</u>: September 25 and 26 • <u>Project Management</u>: October 30 and 31 • <u>Critical Thinking Skills</u>: November 22 and 23	<u>Competency Programs</u> Sessions for Intact Teams: All open registration sessions listed left, can be arranged for intact teams upon request. Other sessions that are available include: • Team Effectiveness • Managing Change	
	<u>Stewardship Awareness Program</u> Open Registration Sessions: • (Queen’s Park): September 28 a.m./p.m. Sessions for Intact Teams: • Arranged upon request	Please note: If you have any questions or are looking for information on other learning and development opportunities not scheduled at this time, please send an e-mail to viewpoint@moh.gov.on.ca. <u>FYI Series</u> <i>Toronto:</i> (5700 Yonge Street): • October 29 — Measuring for Success: Internal and External Scorecard <i>Toronto:</i> (Queen’s Park): • September 24 — Ministry Core Process Model: Defining the Work and How It Gets Done • October 5 — Colorectal Cancer Screening Program: Putting the PartnerSHIP in StewardSHIP Missed a session? Listen to the audio presentation! At your convenience, you can listen to an audio webcast of all past FYI sessions. Follow along with the presenter’s PowerPoint slides and hear the answers to questions from the audience. Go to the Learning and Development section and click on FYI Series.		
	<u>Deputy Minister’s Fall Tour Schedule Revised</u> AVAILABLE DATES: <i>Toronto:</i> (5700 Yonge St.) • Sept. 27 2 – 3 p.m. • Sept. 27 3:30 – 4:30 p.m. (Queen’s Park) • Sept. 28 10 – 11 a.m. • Oct. 1 10 – 11 a.m. <i>London:</i> • Oct. 2 3:30 – 4:30 p.m. <i>Kingston and Hamilton:</i> (these sessions will be a video simulcast) • Oct. 4 11 a.m. – noon • Oct. 4 1 – 2 p.m. <i>Sudbury and Thunder Bay:</i> (these sessions will be a video simulcast) • Oct. 4 11 a.m. – noon • Oct. 4 1 – 2 p.m. CANCELLED: <i>Toronto:</i> (Queen’s Park) • Sept. 28 2:30 – 3:30 p.m. <i>London:</i> • Oct. 2 2 – 3 p.m. Staff who registered for a cancelled session are requested to re-register in an alternate session. Reminder: An audio of the Deputy Minister’s summer tour presentation, a sampling of questions and answers discussed, and the full text of his speech can be accessed at INFOweb’s <i>A New Direction</i> section under Deputy Minister Tour.			

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Reminder:

An audio of the Deputy Minister’s summer tour presentation, a sampling of questions and answers discussed, and the full text of his speech can be accessed at INFOweb’s *A New Direction* section under Deputy Minister Tour.