

# Talent Management

# Knowledge Transfer

@PSPC



**Talent Management**  
 At PSPC, talent management is the "heart" of the organization. It is a strategic approach to attract, develop, and retain the right people in the right jobs at the right time. It is a continuous process that involves all levels of the organization.

The Talent Management Strategy focuses on the provision of services (of human resources and talent management) designed to provide and support the organization's mission and vision.

- Attract, develop and retain talent
- Provide high-quality training and learning opportunities
- Provide career development and succession planning

Programs are also available to help managers to plan their own career path.

**Branch & Regional Talent Management**  
 An ongoing series of programs to help managers in all PSPC branches to attract, develop and retain talent. It is a continuous process that involves all levels of the organization.

The programs include:

- Talent Management Strategy
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and more!

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**Talent Management**

At PSPC, not only do we need the Treasury Board Secretariat (TBS) requirement that managers offer a Talent Management Plan to employees who have obtained a "surpassed" rating - a plan can be developed for any employee.

We have developed a Talent Management Guide that provides an overview of how we define talent and talent management, describes the process and important considerations, as well as offers a variety of tools to:

- assess organization needs and talent; and
- provide suggestions for strategies to consider when recruiting, developing and retaining talent.

HR tips are also available to help managers by guiding them through a short, interactive presentation.

**Branch & Regional Talent Management**

**Oil Acquisition Branch** - Supporting our people attracts a great example of our commitment to our employees. It is a complete approach to recruitment, engagement, information and employee development.

This is the result of getting close to our action to build a professional community!

The **Real Property Branch** organized a national talent management process for 15 and 16 weeks 1 and news 2.

The **Western Region** is currently piloting an extended Talent Management program for all employees.

Ontario Region organized a series of 15 live and 15 recorded sessions such as: career development, career road maps and getting to know the structure. 16 employees participated.

**Branch & Regional Talent Management**

The **Pacific Region** implemented a Talent Management (TM) program to develop their management cadre and lower selection. They created TM opportunities such as developmental job posts for EX senior 1 employees. This program will be reviewed in 2019-20 to include a Career Interest aspect for employees at all levels that have a "passed" or "satisfactory" rating in their performance evaluations.

The **Finance and Administration Branch's** Community Renewal Development conducts regular generic advertised appointment processes. Employees have the opportunity to be promoted.

The **Infrastructure Project Team** conducted two pilots during which they provided 15 employees with TM Action Plans.

The **Integrated Services Branch** implemented a structured TM approach for EX senior 1 and 15 news 25.

**Knowledge Transfer**

**Ontario Region's Executive Storytelling**

Before heading into retirement, senior executives share about their career in the Public Service. Employees can learn how they managed change during operational transitions and gain valuable tips and techniques on dealing with change.

**Pacific Region** also hosts similar activities called "Learning from Experience of Senior Executives".

**Quebec Region** established a network of HR super users to support the recruitment of HR practitioners, and share information and best practices.

**Western Region** - Action Learning workshop series:


- Performance Management
- Strategic Planning

The **SP3200 Ambassadors' Network** engaged senior managers to working level employees continue their knowledge of critical work areas and other senior leaders.

**Knowledge Transfer**

Language: PSPC's Young Professionals Network organizes **Beyond the Title** activities. This series aims at highlighting employees' personal and professional experiences in a laid back Lunch and Learn format.

This series started out by featuring members of Senior Management and has now been expanded to feature employees at all levels!



**Knowledge Transfer**

**Western Region's** school of programs to provide new employees with the necessary skills, knowledge and experience to plan, negotiate and administer contracts as Supply Officers for various commodities.

**Accounting, Banking and Compensation Branch** has two apprenticeship programs.

**Chief Information Officer Branch** asked students at the end of law term to report the results of their activities to Senior Management.

**Taking place across the department:**

- Coaching Sessions
- Exit Interviews
- Leadership Development Program
- Job Shadowing
- Mentoring Programs

and more!



# Talent Management

At PSPC, not only do we meet the Treasury Board Secretariat (TBS) requirement that managers offer a Talent Management Plan to employees who have obtained a "surpassed" rating - a plan can be developed for any employee.

We have developed a Talent Management Guide that provides an overview of how we define talent and talent management, describes the process and important considerations, as well as offers a variety of tools to:

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# Branch & Regional Talent Management

Our **Acquisitions Branch's** Supporting our People initiative is a great example of our commitment to our employees.

It is a complete approach to recruitment, engagement, retention and employee development!

This is the result of putting ideas into action to build a professional community!

The **Real Property Branch** organized a national talent management process for EXs and EX minus 1 and minus 2.

The **Western Region** is currently piloting an extended Talent Management program for all employees.

**Quebec Region** organized a series of 7 lunch and learns around themes such as: career development, career road maps and getting to know the directorate. 64 employees participated!

# Branch & Regional Talent Management

The **Pacific Region** implemented a Talent Management (TM) program to develop their management cadre and foster retention. They created TM opportunities such as developmental job swaps for EX minus 1 employees. This program will be revamped in 2016-17 to include a Career Interest aspect for employees at all levels that have achieved a *succeed +* rating in their performance evaluations.

The **Finance and Administration Branch**'s Community Renewal Development conducts regular generic advertised appointment processes. Employees have the opportunity to be promoted!

The **Parliamentary Precinct Branch** conducted two pilots during which they provided 35 employees with TM Action Plans.

The **Integrated Services Branch** implemented a structured TM approach for EX minus 1s and EX minus 2s.

# Knowledge Transfer

## Ontario Region's Executive Storytelling

Before heading into retirement, senior executives share about their career in the Public Service. Employees can learn how they managed change during departmental transformations and gain valuable tips and techniques on dealing with change.

**Pacific Region** also holds similar activities called "Learning from Experience of Senior Executives".

**Quebec Region** established a network of HR super-users to support the implementation of HR transformations, and share information and best practices.

**Western Region's** Action Learning workshop series:

- Performance Management
- Strategic Thinking

The **BP2020 Ambassadors' Network** organized reverse mentoring so working level employees can share their knowledge of GCTools with ADMs and other senior leaders.

# Knowledge Transfer

**Vanguard: PSPC's Young Professionals Network** organizes *Beyond the Title* activities. This series aims at highlighting employees' personal and professional experiences in a laid back Lunch and Learn format.

This series started out by featuring members of Senior Management and has now been expanded to feature employees at all levels!



# Knowledge Transfer

**Western Region's School of Proc** aims to provide new employees with the necessary skills, knowledge and experience to plan, negotiate and administer contracts as Supply Officers for various commodities.

**Accounting, Banking and Compensation Branch** has two apprenticeship programs!

**Chief Information Officer Branch** asked students at the end of one term to report the results of their activities to Senior Management.

## **Taking place across the department:**

- ★ Coaching Sessions
- ★ Exit Interviews
- ★ Leadership Development Programs
- ★ Job Shadowing
- ★ Mentoring Programs



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**Branch & Regional Talent Management**

**Oil Acquisition Branch** - Supporting our people attracts a great example of our commitment to our employees. It is a complete approach to recruitment, engagement, information and employee development.

This is the result of getting close to our action to build a professional community!

The **Real Property Branch** organized a national talent management process for 15 and 16 weeks 1 and news 2.

The **Western Region** is currently piloting an extended Talent Management program for all employees.

Custom Region organized a series of 15 live and 15 recorded sessions such as: career development, career road maps and getting to know the structure. 16 employees participated.

**Branch & Regional Talent Management**

The **Pacific Region** implemented a Talent Management (TM) program to develop their management cadre and lower selection. They created TM opportunities such as developmental job posts for EX senior 1 employees. This program will be reviewed in 2019-20 to include a Career Interest aspect for employees at all levels that have a "passed" or "not" rating in their performance evaluations.

The **Finance and Administration Branch's** Community Renewal Development conducts regular generic advertised appointment processes. Employees have the opportunity to be promoted.

The **Infrastructure Project Team** conducted two pilots during which they provided 15 employees in TM Action Plans.

The **Integrated Services Branch** implemented a structured TM approach for EX senior 1 and 15 news 25.

**Knowledge Transfer**

**Central Region's** Executive Coaching

Before heading into retirement, senior executives share their career in the Public Service. Employees can learn how they managed change during emotional transitions and gain valuable tips and techniques on dealing with change.

**Pacific Region** also hosts similar activities called "Learning from Experience of Senior Executives".

**Quebec Region** established a network of HR super users to support the recruitment of HR practitioners, and share information and best practices.

**Western Region** - Action Learning workshop series:


- Performance Management
- Strategic Planning

The **SP3200 Ambassadors' Network** engaged senior managers to working level employees continue their knowledge of critical work areas and other senior leaders.

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**Accounting, Banking and Compensation Branch** has two apprenticeship programs.

**Chief Information Officer Branch** asked students at the end of law term to report the results of their activities to Senior Management.

**Taking place across the department:**

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