

Dalhousie Professional & Managerial Group
Professional Development Committee Report 2017 – 2018

PD Committee Members

Sarah O'Brien, SITE Co-op Office

Allison Greenidge-Joseph, Financial Services

Cheryl Bell, Faculty of Dentistry

Matthew Timmons, Faculty of Medicine

Martha Meisner, Dalhousie Analytics

Jason Penney, Facilities Management (AC)

Nicole McKeever, Human Rights and Equity

Services

A. Summary of pre-conference PD events

In recognition of:

- a) The volume of 200th year events, as well as the increase in PD opportunities being offered through Talent Management (HR),
- b) The limited budget in many departments for traditional PD opportunities,

The PD committee elected to:

- a) Not compete with such important and 'once in a lifetime' opportunities and instead focus on connecting DPMG members with these opportunities and
- b) Explore how best to leverage such nontraditional personal development opportunities.

All sessions were offered to our members in Truro and Saint John through video conferencing.

Locations used for these sessions:

Halifax location: CHEB, Rm 170

Truro location: Cobequid Boardroom, MacRae Library

St. John location: Rm 221, DMNB

1. Learning, Resources and You

Date: December 13, 12:00pm – 1:00pm

Costs: No cost

Description of session:

In this 1 hour interactive workshop, facilitated by Joanne Fraser (HR Talent Management) you will have the opportunity to:

- Review various approaches to professional development and learning.
- Reflect on and discuss personal learning goals.
- Explore techniques for connecting with your supervisor/manager about your learning needs and/or goals.

- Receive information regarding resources available to you with regards to professional development, career development and personal learning.
- Walk away with tangible resources, planning tools and insight that will help you be successful in putting a personal learning/professional development plan into action!

2. Pensions Information Session (Repeat session at the request of DPMG members)

Date: February 22nd, 12:00pm – 1:00pm

Costs: No cost

Description of Session:

1-hour workshop, led by Laurie Creelman, Senior Pension Advisor

About the Session:

Whether you are new to Dal, about to retire, or somewhere between, this session is for DPMG members at any stage of their careers who have an interest in better understanding their pensions. Learn about the Plan, the available tools and where to find different information.

- Halifax Location: Collaborative Health Education Building (CHEB Room 170)
- Video Conference in Saint John: Rm 218, DMNB
- Video Conference in Truro: CA Douglas Room in Cumming Hall

Moving Forward:

1. Pension Plan Session: It was acknowledged that some of the Truro membership are covered under a provincial pension and as such the hope is to be able to provide something similar for this group.
2. Ombudsperson Office: The Ombuds office has offered to facilitate a session for DPMG members. Specifics TBD.

B. Summary of 2018 DPMG Annual Conference

The PD committee started conference planning by discussing what DPMG members wanted to see in future conferences (change & keep) based on the 2017/2018 Conference Evaluation Feedback. In recognition of the 200th Year of Belonging, the PD committee also focused on creating opportunity for continuing dialogue and further understanding on issues of equity and inclusion as well as strived to offer a variety of voices and experiences to the conference program.

Other things to note:

- Continued with no-cap sessions - feedback of membership
- Availability of senior leaders due to vacancies and the 200th year bus tour etc. meant Senior Leader Panel did not take place. However noted that should return to future conferences more time to be left for questions and dialogue with DPMG members (find way not to have panel repeat info).
- Added time to sessions to allow for more interactive approaches and questions.
- Addition of interactive booths on topics relevant to conference theme. I.e. Bookstore, Bi-Centennial Quad Project
- System to draw door prizes that only included info of those attending the draw – feedback of membership.
- Overall very positive feedback from members via the survey and in-person comments. In addition, members found topics resonated with them and would like to see more similar topics on campus – this could be used for additional PD sessions throughout the year.

Theme:

200 & Beyond: Faces, Places, Spaces

Dalhousie will continue to evolve beyond our 200th anniversary. What will Dal's third century bring for DMPG members? What will our workplace look like? Who will make up our community? What skills will we need?

This year's DPMG conference, '200 and Beyond: Faces, Places and Spaces' (June 7th 2018), will explore these questions and more.

Conference Program:

DPMG Conference Schedule		
8-8:30am	Registration and Member Meet & Greet	<i>All sessions take place in the Marion McCain Building</i>
8:30-9am	Opening Ceremony <i>Geri Musqua-LeBlanc – Elder in Residence</i> <i>DPMG Executive</i>	<i>Ondaatje</i>
9-10:15am	Morning Speaker <i>Owning the Future: Creating Tomorrow's World Today - Buhle Dlamini</i>	<i>Ondaatje</i>
10:15-10:30am	Refreshment Break	<i>Upper Lobby</i>
10:30-10:55am	AGM	<i>Ondaatje</i>
11am-12pm	Concurrent Session 1 Leveraging Cultural Intelligence/CQ with Buhle Dlamini OR Increasing Sustainable Mobility Options for Dalhousie Community Members with Erin Blay & Rachelle Owen	<i>Ondaatje</i> <i>Scotiabank</i>
12-1pm	LUNCH	<i>Howe Hall – Residence Building (corner of Coburg and LeMarchant)</i>
1:15-2:30pm	Afternoon Speaker Leading Mentally Healthy Workplaces with Bill Howatt	<i>Ondaatje</i>
2:30-2:45pm	Lord Nelson Sponsor Presentation	<i>Ondaatje</i>
2:45-3pm	Refreshment Break	<i>Upper Lobby</i>
3-4pm	Concurrent Session 2 Year of Belong Panel Discussion OR Navigating Intergenerational Teams and Workplaces with Jamie O'Neill, Uprise Consulting	<i>Ondaatje</i> <i>Scotiabank</i>
4-4:15pm	Prizes and Closing Remarks	<i>Ondaatje</i>
4:15-5pm	Closing Reception	<i>Upper Lobby</i>

Keynote Speakers

Buhle Dlamini: Owning the Future – Creating Tomorrow’s World Today

What competencies, self-awareness, and knowledge do we need to ensure an engaged and inclusive future?

This presentation looks at a future that is shaped by a diverse workforce, escalating technology, and changing demographics that will shape our institutional community. The most successful organisations are going to be those that build future thinking, adaptability, inclusion and innovation in their strategic planning and initiatives. Learn what you can do to help create inclusive environments that lead to innovation and success both individually and institutionally. Creating tomorrow’s world today.

More about Buhle Dlamini: <http://www.buhledlamini.com/meet-buhle>

Bill Howatt: Leading Mentally Healthy Workplaces

Achieving a mentally healthy workplace is built on the foundation of the employee-manager relationship. What people leaders say and do can impact the work environment and those around them and so can be enablers or roadblocks to creating a mentally healthy workplace. In the end, every people leader is dependent on what they can accomplish through their people.

In this session, you will:

- Learn about the impact of home and work stressors on employees’ mental health
- Examine the role that coping skills and resiliency have in assisting leaders and employees to flourish
- Explore how best to build trust and promote a psychologically safe workplace
- Walk through a five-step model for stepping in and supporting employees who are struggling or not performing to their potential

More about Bill Howatt: <http://howatthr.com/team/>

Concurrent Sessions:

Buhle Dlamini: Leveraging Cultural Intelligence/CQ

Cultural intelligence is no longer a nice to have, but a necessary skill for success in a changing world. Cultural Intelligence, or CQ, measures your capability to relate and work effectively in culturally diverse situations. It’s a form of intelligence that has been tested by academic researchers in over 98 countries for nearly two decades. In this interactive workshop we will delve into understanding global cultural values that shape our cultural worldviews and the four CQ capabilities for measuring and improving your CQ. By increasing your cultural intelligence you can better deal with unconscious biases when engaging with people who are different from yourself. CQ can also help in fostering cultural awareness and understanding. Buhle brings his expertise as a certified associate facilitator and partner with the Cultural Intelligence Centre in Michigan, he has trained teams and organisations all over the world.

Erin Blay & Rochelle Owen: Dalhousie / Halifax Transit Partnerships - Increasing Sustainable Mobility Options for Dalhousie Community Members

In this session Erin Blay, Supervisor, Service Design & Projects with Halifax Transit along with Rochelle Owen, Executive Director of the Office of Sustainability at Dalhousie University will share information about recent partnerships between Dalhousie and Halifax Transit designed to increase the sustainable mobility options for Dalhousie faculty, staff, and students. We will also review recently transportation planning strategies, upcoming projects, and events which will impact the University community. Part of the session will also be geared to gathering feedback from participants on future public transit and sustainable transportation efforts.

More about the Erin & Rochelle: https://www.dal.ca/dept/sustainability/about/Office_Staff.html,
<https://ca.linkedin.com/in/erinblay>

Jamie O'Neil: Navigating Intergenerational Teams and Workplaces

Millennials have just recently begun to enter the workforce. They are now only about 10% of the total workforce, but are quickly becoming the dominant population in entry level positions. Their expectations in the workplace, family/work life priorities and thinking styles are considerably different from most of their managers'. They are the largest cohort since the Boomers and will change business and work.

The issue of how to motivate and lead the newest crop of workers has been top of mind for many organizations. Even though research has pegged Millennials as accepting of authority, and craving feedback and constant positive reinforcement, as a workforce, we are struggling with how to lead and manage this newest group of employees.

Topics Covered:

- Recognize the strengths and weaknesses and understand what each generation enjoys
- Effectively communicate, motivate, engage and inspire each generation to meet their goals to achieve superior job performance
- See the opportunity in each generation and bring awareness on how to best work together and lead effectively

More about Jamie: <http://www.upriseconsulting.ca/jamie-o-neill.html>

Year of Belong Panel Discussion

This session is inspired by the Belong Forum Lecture Series which asks, "What would it take to create a world where we all feel like we truly belong?" How does this fit within the context of our conference theme - Dalhousie 200 and Beyond: Places, Faces and Spaces? We have invited a few DPMG members to share how the work they engage has been influenced by the Year of Belonging initiative, with the hope it will inspire a meaningful dialogue between session participants. This session is meant to provide opportunity for DPMG members to continue in the important conversations that have been occurring on campus with The Year of Belonging.

Dialogue will be moderated by Jill Malolepszy Interim Director, Human Rights & Case Management with Human Rights and Equity Services. Discussion panelists include: Tereigh Ewert-Bauer- Senior Educational Developer (Diversity and Inclusivity) with the Centre for Learning and Teaching | Michelle Patrick -

Program Coordinator, PLANS (Promoting Leadership in health for African Nova Scotians) | Matthew Guy
 - Director, Student Success on the Agricultural Campus.

Conference Feedback and Statistics:

Attendance Statistics:

Total Registrants	Total Attendees	First time total registrants	First time attendees	1 year or less total registrants	1 year or less attendees
315	250	68	58	49	43

A survey was sent out to all DPMG members after the conference for feedback. There were a total of 141 total respondents. Below is an aggregated report of responses.

Primary campus of employment (N=130):

Truro Campus	Saint John Campus	Studley Campus	Carleton Campus	Sexton Campus
6	0	74	30	20

Overall Feedback from Attendees:

Over 50% of respondents (N=121) rated the conference as “Excellent Value”, with only 1 rating it as “No Value”

General feedback of overall conference:

“The opportunity to network was excellent. The keynote speaker was inspiring and impactful.”

“I found the transportation update with Metro Transit useful and encouraging. The other sessions on diversity and inclusion, intergenerational workplaces and mental health provided perspectives to allow for further reflection and application. Lots of good information and insight.”

“What I truly appreciated was having less options to sit in on and much higher quality speakers as a result. So far this has been the best of all the DPMG conferences I have ever been to.”

“Very much valued the Keynoted Speaker and Workshops on Diversity, and Millennials”

“I wasn't able to attend all the sessions but those that I did attend (both of Buhle Dlamini presentations and the Year of Belong workshop in the afternoon) were very good.”

“I thought the speakers were excellent and presented thought-provoking and relevant material.”

“I valued the opportunity to come to Halifax to interact with colleagues whom I typically only connect with by phone or email.”

“Bill, from Morneau Shepell was excellent! and the other speakers were great as well”

Keynote speaker – Buhle Dlamini:

Buhle was very well received, many members commented that he was the best they had ever seen. See additional feedback from members below:

“Outstanding. His slides were the best I've ever seen.”

“He was well spoken and full of good humour. His style and his slide deck was engaging and entertaining and really a good start to the day.”

“importance of future thinking -we all have an impact on diversity and inclusion”

“all of the people at Dalhousie should be invited to see Buhle speak - he is relevant and would e a great open event for all staff and faculty at a large auditorium”

“If there was an option higher than extremely inspiring I would have used it! Great choice for our morning keynote speaker!”

“He was very good. His use of PowerPoint was an example of perfection in how PP should be used. His personal story and examples were also "presentation talk" perfect amount to connect with audience.”

“Very insightful and charismatic. A great way to start the conference and made me feel welcomed and engaged.”

Morning Concurrent Sessions (N=118):

88 members attended Buhle Dlamini’s session (1), 15 Attended the Halifax Transit Session (2) and 15 did not attend. Feedback below:

1 –

“Similar comment to above. It really resonated with me when we broke into groups of 4 and talked about our diversity and similarities. I found that many people were quoting the difference of being invited to the dance and being invited onto the dance floor.”

“This was an excellent presentation! I found it gave me a new perspective and helped me find a new way to approach inclusion in my daily interactions.”

“There were some time management issues with this session that meant that a significant portion of the content wasn't covered or covered insufficiently.”

“In both speeches I thought there was a noticeable absence of inclusion for the LGBTQ+ community. I realize that this may be his South African background, but it was a noticeable omission.”

2 –

“Useful and informative. It seemed like two different presentation were merged together.”

“Very relevant topic to all people who travel to work and study at Dal”

Keynote speaker – Bill Howatt:

Members enjoyed Bill Howatt keynote, especially the focus on Mental Health in the workplace. See additional comments from members below:

“Dr. Howatt, has left his stamp of goodwill, logic and inspiration enabling me to work hard through my mental health”

“Knowledgeable. Covered a lot of materials. Good use of humour, although some might take offence to him.”

“Excellent speaker, very knowledgeable and this was an important topic. However, because he was a fast talker he was difficult to follow at times.”

“Loved all the information he packed in to a short amount of time.”

“Excellent presentation. My only concern was that his voice would drop at times making it difficult to hear what he was saying.”

“Mental health services on campus are great for students, however, in my opinion its severely inadequate for staff and faculty. More speakers like this need to come talk to employees at dal.”

Afternoon Concurrent Sessions (N=116):

23 attended the Year of Belonging Panel (1), 54 attended Managing Intergenerational Teams and Workplaces (2) and 39 did not attend. Feedback below:

1 –

“It was not a panel discussion, rather it ended up being a workshop with active participation from attendees.”

“Good panelists and good discussions. Some audience was not sure about takeaways”

“I really appreciated that this was more of a workshop/audience participation along with very knowledgeable facilitators!”

“Lots of participation from attendees. What do we do with the information collected? How do we become accountable to the suggestions/recommendations made during discussions?”

2 –

“She was an excellent speaker. Not enough time allotted to cover the subject area.”

“She is a very good speaker. The subject matter is so very relevant in today's workforce.”

“Ms. O'Neil is an energetic presenter with a timely topic. Again, it could easily be a longer and more detailed session.”

“Jamie was great: confident, funny, and intelligent.”

“Good solid information delivered in an effective way. I liked her humour and humanity.”

“Jamie's information will help guide me through conversations at work.”

Senior Leaders Panel(N=97):

64 members said they would like to see it back and 33 said that they did not. See feedback from members below. Some members did say that they didn't miss it and liked the focus on higher quality speakers.

“It is interesting to change it up year after year.”

“Liked the format of the conference this year and did not miss the senior leaders panel”

"I did not want to say yes or no but "maybe" - I have experienced one DPMG conference Leaders Panel that was very good and one that was not very effective. While panels can be excellent - not sure the ones at DPMG have been stellar."

"I would say they return every few years or when there is a major cultural change."

"I think it gives the DPMG as a whole to ask important questions that they might not otherwise have a chance to do."

"It's always an important part of our conference. With so many changes at the senior level it will be good to be introduced to the new leaders at some point in this way."

"I think it is a miss not to hear about the vision for the University and how we are breaking down silos and what progress we are making. I don't get to hear the President speak or the Provost speak in my regular life at Dal even though I am an Associate Director. I feel disconnected and this would be one way to help with that."

Recommend to Colleagues (N=110):

108 said yes, while only 2 said no. See additional feedback below:

"I continue to be amazed each year at the numbers of DPMG members that do not attend. These conferences are always excellent, well run and terrific value (FREE!!!) This year was the best one ever."

"This was one of the best DPMG conferences - well done!"

"This is a wonderful professional development opportunity and all DPMG members should attend when possible."

"It has very informative sessions as well as a wonderful opportunity to connect with colleagues across campus."

Session Sizes (N=107):

All members said they valued the removal of size restriction on sessions and the ability to go to any session throughout the day. See feedback below:

"Easy to attend, easy for you folks to organize - still have enough choice in the day."

"Although I did go to the sessions that I had originally registered in, it was nice to know that if I had wanted to change to another session, it wouldn't have caused a problem for anyone else."

"My suggestion would be though that at doors to go into the room you say the capacity of the room is XX and there are XX people attending the conference, might get folks to move up closer to the front."

"It was very relaxed and inclusive."

"although there is some benefit to small more interactive groups"

Exhibitor Booths:

This was a new effort this year, and will be used again next year. More communication needs to be given out as the most common feedback was that members didn't know there had been booths setup. Those that did speak to Nathan Rogers valued his presence and input at the conference.

Food Experience:

Overall members seemed to be pleased with the type of offerings available at refreshment breaks, lunch and the reception (specific food ideas shared for future noted).

The following have been noted and will be considered when ordering food for next year's conference:

- The morning refreshment break food ran out prior to all attendees getting a chance to grab a snack.
- Further direction at lunch may be helpful (although improved from previous year).
- Surplus of food at the final reception (Sponsored by Dalhousie Food Services)

While beyond that of the DPMG committee's authority, it is noted that members disliked the lunch space not being solely reserved for DPMG members.

Ideas for themes/topics for next year (conference and other PD sessions)?

Overall suggested topics include:

- Topics directly related to Dal's Core Leadership Competencies.
- Project management
- Thinking strategically – specifics for building a strategic plan.
- Career planning and developing your career at Dalhousie beyond your current role.
- Technology in the workplace and collaborating with teams on/off campus
- A mini workshop version of the "Getting to The Heart of the Matter: Having Difficult Conversations"
- Cultural Intelligence
- Information and discussion on the use of secondments (risks, gains – both employee and employer).
- Workplace Bullying
- Emotional intelligence
- The changing landscape / current trends in Higher Education and how to adapt
- Working with difficult people
- Motivating self and others.
- How can we reduce silos? / Opportunities for Collaboration
- Managing complexity.
- Complexities of supervising unionized works / departments with both unionized and non-unionized.
- Understanding Stigma around Mental Health in the workplace.
- Dal beyond 200 and into the 3rd Century.
- Tools for inclusion in the workplace.
- How to support our students.
- Critical Thinking
- Developing Policies that Perform
- Organizational Structures / Provost Model and how it all works (Board of Governors, Senate etc.)
- Maybe session for new employees/DPMG; ie. Benefits, etc. org structures - board / senate. How this all works? Maybe
- Sessions specific to knowledge helpful for employees considering retirement. I.e. hands on tools for calculations
- Continuation of Diversity and Inclusion