



MANAGING PEOPLE & ORGANIZATIONS (MPO)

INDUSTRY OVERVIEW:

If you're interested in a career that involves maximizing the potential of a workforce and driving success in today's dynamic business environment, then MPO is the perfect path for you. In this field, you'll focus on unleashing the full potential of your organization and its most valuable resource: its employees.

MPO covers a wide range of activities, including strategic planning, goal setting, resource management, deploying human and financial assets, and measuring results. It's important to note that management functions are not limited to just managers and supervisors. In fact, every member of an organization has some management and reporting responsibilities as part of their role.

As an MPO major, you'll have an array of career options to explore. Whether you dream of starting your own small business, becoming a consultant, managing human resource functions, overseeing retail and wholesale establishments, or delving into various fields in marketing, the possibilities are truly endless.

CAREERS TO EXPLORE:

- **Consulting:** Provide expert advice and solutions to organizations facing challenges and seeking improvement.
- **Entrepreneurship:** Venture into the exciting world of starting and managing your own business.
- **Human Resources:** Specialize in managing the people side of organizations, including talent acquisition, employee development, and employee relations.
- **General Management:** Take on leadership roles where you'll oversee the overall operations and performance of organizations.
- **Non-Profit:** Make a positive impact by managing people and organizations in the non-profit sector.
- **Operations Management:** Focus on optimizing processes and operations to ensure efficiency and productivity.
- **Strategic Planning:** Play a pivotal role in shaping an organization's long-term direction and goals.

INDUSTRY SPECIFIC KNOWLEDGE / TIPS:

- **Get Involved:** Actively participate in projects, committees, community initiatives, and/or societies that will allow you to develop and strengthen your skills in communication, problem solving, decision making, time management, leadership, organization, as well as your interpersonal skills. Activities like these will help you develop your ability to confidently project an image of reliability and professionalism.
- **Network:** As with any profession, networking is key. Because your career options within this major are limitless, it is important to take the time to network with professionals to explore and learn about the options that are available to you. Seek out professionals within the career areas mentioned previously and extend an invitation for an informational interview. Actively participate in events that provide you with the opportunity to meet and talk with professionals. Choose every opportunity to build relationships, as this skill is essential for success when managing people and organizations.
- **Research your options, then narrow your focus:** Networking is an effective way to explore different career options, but you will also want to complete specific research. Spend time learning more about various career interest areas. Once you have gained a clearer vision for your career path, you will then want to start communicating your focus to potential employers. The MPO major and its core competencies are not as easily recognizable as other Commerce majors, so be sure that you can confidently communicate your skill sets, knowledge, and intended area of focus.





TYPICAL JOB TITLES:

Embarking on a career in Managing People and Organizations can open up a range of exciting job opportunities. Here are some typical job titles within the industry:

- **Change Management Consultant:** Help organizations navigate and implement change effectively.
- **Strategic Planning Specialist:** Develop strategies and plans to achieve organizational goals.
- **Brand Management Consultant:** Assist organizations in developing and managing their brand identity.
- **Program Manager:** Oversee the planning and execution of programs and initiatives.
- **Compliance Officer:** Ensure organizations adhere to legal and regulatory requirements.
- **Human Resources Generalist:** Manage various aspects of human resources, including recruitment, training, and employee relations.
- **Coordinator, Talent Acquisition:** Play a key role in recruiting and acquiring top talent for organizations.
- **Employee Relations Specialist:** Focus on maintaining positive employee relations and addressing workplace issues.
- **Education Administrator:** Manage educational programs and operations within academic institutions.
- **Operations Manager:** Oversee day-to-day operations and ensure smooth functioning of organizations.
- **Development Director:** Drive fundraising efforts and manage development strategies for non-profit organizations.
- **Benefits Coordinator:** Administer employee benefits programs and support employee well-being.
- **Communications Officer:** Develop and implement communication strategies to enhance organizational.

EMERGING TRENDS AND INNOVATIONS:

- **Remote Work and Virtual Collaboration:** Explore the impact of remote work and the increasing prevalence of virtual collaboration tools in managing teams and organizations.
- **Diversity, Equity, and Inclusion (DEI):** Learn about the growing emphasis on DEI initiatives and their importance in creating inclusive and equitable work environments.
- **Artificial Intelligence (AI) and Automation:** Discover how AI and automation are transforming various aspects of managing people and organizations, such as talent acquisition, data analysis, and performance management.
- **Employee Well-being and Work-Life Balance:** Understand the rising focus on employee well-being, mental health support, and the promotion of work-life balance in organizations.
- **Sustainability and Corporate Social Responsibility (CSR):** Explore how organizations integrate sustainability practices and CSR initiatives into their operations, affecting their approach to managing people.

RELEVANT WEBSITES:

- cphr.ca — The Chartered Professionals in Human Resources (CPHR) association website is a great resource if you are interested in human resources. You can subscribe to their newsletter to keep up to date with industry knowledge and information.
- cphrns.ca — The provincial member association for CPHR serving NS and PEI.