

National Forum

As more and more business leaders underscore the view that HR leadership is critical to the success of enterprises, and human resources professionals are an integral component of their organization's inner circle, playing a major role in the development of long term corporate strategies, so then must HR as a profession pull together to create a Canadian perspective and a recognized set of common issues.

In our last article, President Genevieve Fortier outlined the five strategic priorities identified as the basis of the Canadian Council of Human Resources Associations (CCHRA) activities over the next three to five years. This month we want to focus, in more detail, on the creation of a National Voice for the profession.

CCHRA is the third largest Human Resources Association in the world, representing over 30,000 professionals, in ten provinces, through nine provincial associations. Unlike other World Federation members, Canada's model has been somewhat unique in that the strength and the power exist within the provincial bodies. The CCHRA Board recognized, many years ago, the need for a national certification standard recognized and accepted from coast to coast. After many years of commitment this was achieved and will continue to be refined by current and future CCHRA Boards.

Following this, our next challenge was to create one national voice on HR issues that represents the profession, and provides a national strategic perspective that allows the development of strategies and responses at both a national and provincial level. A credible voice, representing the needs of business and employees, in a way that can be used by all stakeholders, including industry and human resources associations, governments and media.

So the idea for a one-day forum, to bring together a select group of senior human resources professionals from across the country, representing corporations, HR and HR specialist associations, and service providers, was born. In partnership with Ceridian Canada, the first invitation only National Forum will be hosted by CCHRA in Ottawa on June 15, 2005. A secondary sponsorship agreement provides professional facilitation and the resources available through the Canadian Management Center (CMC).

The event, a one-day round table discussion, will be preceded by two surveys designed to focus the discussion. Participants will be canvassed for their views on the most significant current and anticipated business and human resources issues in Canada. The same questions will be put to the CEOs of the 50 Best Companies to Work for in Canada.

The survey results and the outcomes from the discussion at the Forum will be published in several formats, as well as providing information to CCHRA's new Federal Government Affairs Committee for potential lobbying initiatives, and in the identification of research projects in the future.

This forum represents a crucial cross road for Human Resources at a national level. CCHRA is excited about the opportunity to bring together, for the first time, a group of senior individuals representing all facets of HR, from all parts of Canada, in what we hope will be the first of many similar future events.

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