



Public Works and
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Organizational Readiness Office HR Management Framework and Information Management Portal

Catherine Zongora
Organizational Readiness Office

A Whole of Government Approach to IM
28th February 2006

Canada

The ORO Mandate

The Organizational Readiness Office (ORO) leads a collaborative, enterprise-wide approach to community development, in support of government change initiatives

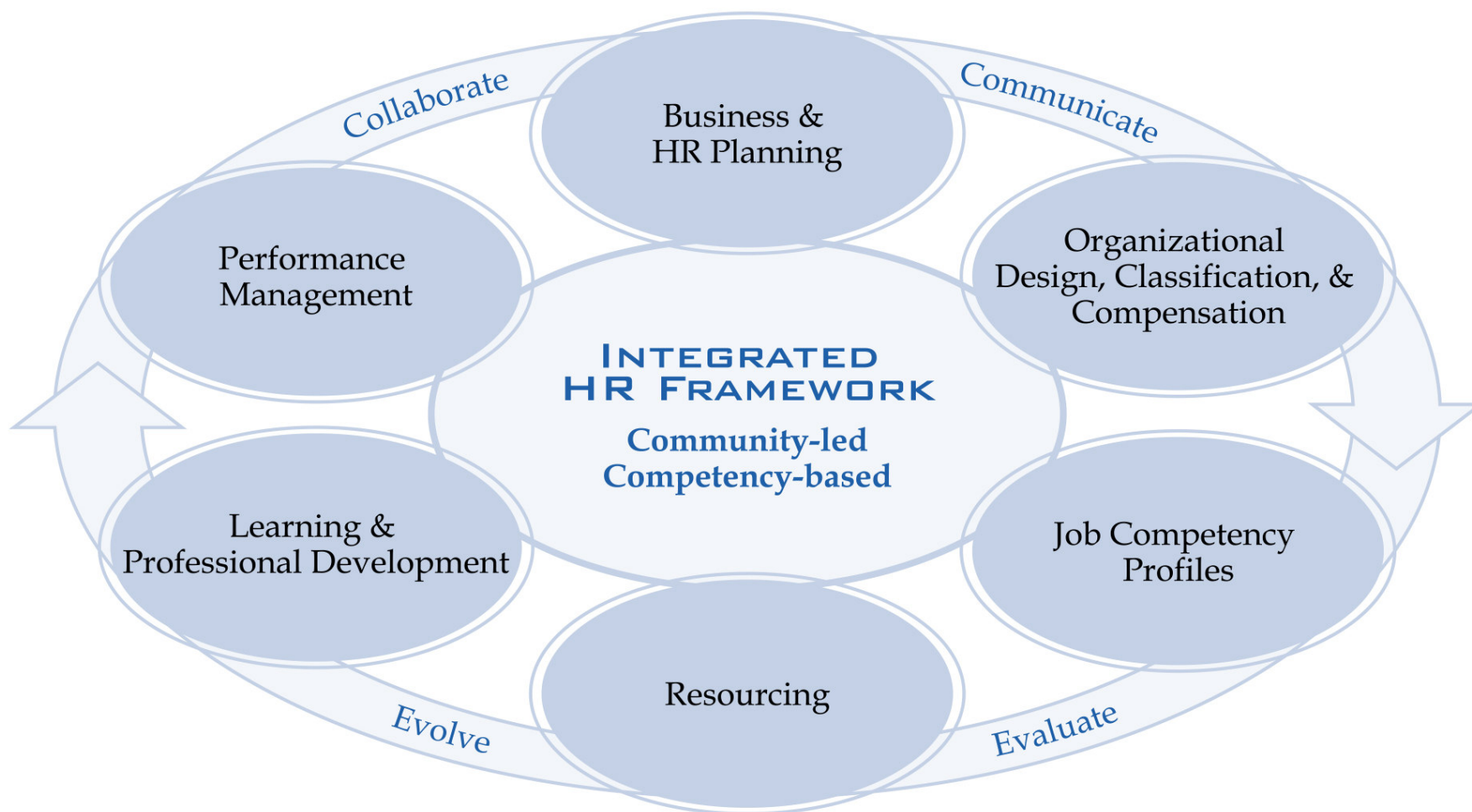


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Competency-based HR Framework



ORO HR Framework

Business & HR
Planning

Identifying the business needs of the community and developing programs to fill these needs and gaps.

- **Demographic Analysis** improved demographic and HR analysis will improve the HR and business planning process.
- **IM Portal**



ORO HR Framework

Organizational
Design,
Classification and
Compensation

Developing standardized HR tools and processes that provide a consistent and coordinated approach to HR functions.

- Functional Organizational Models & Job Streams
- Competency Dictionaries
- Generic Work Descriptions



ORO HR Framework

Job Competency
Profiles

Developing profiles that allow employees to identify requirements to advance in their careers.

- Job Competency Profiles are based on Behavioural and Technical competency dictionaries
- Help employees take ownership of their careers
- Competencies and Behavioural Based Interviews are the way of the future

ORO HR Framework

Resourcing

Launching collective staffing initiatives and running government-wide competitions that result in Pre-Qualified Pools that all departments can draw from.

- PQPs aligned with Merit Based Appointment Process per new PSEA
- Incredible appetite for collective staffing processes
- Simplified staffing!



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ORO HR Framework

Learning and
Professional
Development

Working with learning institutions to develop the best learning opportunities for communities

- **IM Professional Development & Certification Program**
 - We can start to “home grow” our own managers
 - Encourage employees to work with managers to develop learning programs to meet their career goals



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ORO HR Framework

Performance
Management

Developing tools & processes that support work and learning objectives through coaching and end-of-cycle evaluations.

- Last bubble in the framework
- We've been so busy we haven't tackled this one yet
- On our radar – hope to develop product and implementation strategy in the next fiscal





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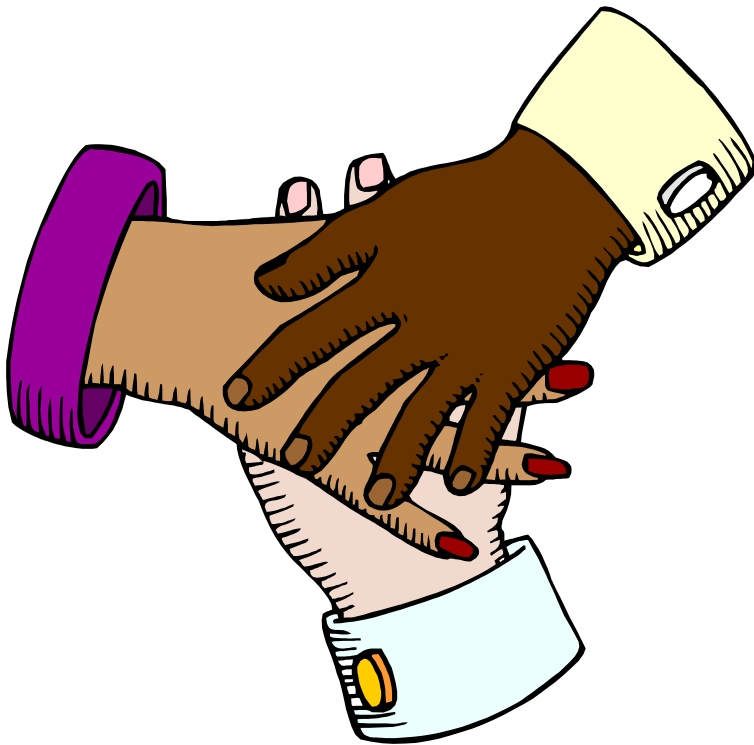
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The IM Portal

Joint Venture



- **Treasury Board Secretariat,**
- **Library and Archives Canada**
- **Public Works and Government Services**



Why an IM Portal?

- **IM information found on several sites**
- **Eliminate duplication of effort and save research time**
- **Equip the IM Community with up-to-date IM resources**
- **Ensure a government-wide approach to managing GoC information resource**
- **Promote increased access to IM resources**
- **One address:**



<http://www.informationmanagement.gc.ca>



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For IM Specialists and Public Servants

- **One website, one stop shop to access information and resources on IM**
- **Central access to specialized IM information**
- **Finding out about IM events, presentations, forums, new legislation etc...**
- **Learning about the other IM communities**
- **Contributing by suggesting links**



For GC Organizations

- **A government-wide IM perspective**
- **Less overlaps and gaps**
- **Saves research time**
- **Provides partnership opportunities for IM stakeholders**
- **Increases community involvement**
- **Equip the IM Community with up-to-date IM resources**



Quick Search...



IM Community and Events

IM Practice

Learning and Development

Legislation, Policies and Standards

Organizations

Services

Tools and Guides

FAQ

IM Glossary

IM News

- **XML**

- **XML?**

Suggest a link

Administration

Home



IM Portal



IM Community and Events

Community members and events of interest



IM Practice

IM topics for specialists and knowledgeable practitioners



Learning and Development

Professional development training, learning and career opportunities



Legislation, Policies and Standards

Statutory instruments relating to information management.



Organizations

Who's who in IM and where to find them



Services

IM services available to federal agencies



Tools and Guides

"How To" resources and practical IM tools

Welcome to the IM Portal

This site provides access to IM information and activities from the Government of Canada, Canadian and international sources. We invite you to use this site to as a tool for learning about IM and collaborating with IM communities.

What is IM ?

"IM" is Information Management: a discipline that directs and supports effective and efficient management of information in an organization from planning and systems development to disposal and/or long-term preservation.

Information Management Resource Centre (IMRC)

[Treasury Board Secretariat's information management web site.](#)

4th annual Managing Government Information Forum

Feb. 27 - March 1st, 2006, at the Ottawa Congress Centre. [Managing Government Information web site.](#)

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IM practitioners draw on a variety of sources to facilitate better management of information. This section identifies available tools as well as guidance on specific areas of IM, such as planning for information needs, privacy considerations, disposition of records, categorization of information, management of electronic resources and privacy considerations.

[XML](#)



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Organizations

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In order to maximize knowledge-sharing, it is critical to look within our organizations but to look outside as well. Assembled here are organizations with interest in the IM discipline and practice.

Is Your Organization Here?

If your organization is not listed in the IM Portal,

Portal Development

- **IM News (added to the Portal in 2005)**
- **Discussion forums**
- **Publishing**
- **Best practices**
- **Case studies**
- **Customization of information for user-specific needs**
- **New Name**



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