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Strategic Plan 2011/12

OUR DIRECTION

Sponsored by the Manitoba Civil Service Commission and championed by the Deputy Ministers Advisory Committee on Human Resources, the New Professionals Network (NPN) is a volunteer organization that strives to bring new professionals from across the Manitoba civil service together to connect, learn, and grow.

We are an organization of people that share an interest in becoming leaders in public service and positively influencing the course of government.

We promote excellence in public service by maintaining and improving our knowledge, skills, and abilities by creating learning and development opportunities and a forum to share ideas, experiences and knowledge.

OUR MISSION

Our mission is to support a high-performing, values-based, sustainable and diverse Manitoba civil service.

OUR PRIORITIES

- enhance the talent of our new professionals
- be responsible stewards of our environment by integrating sustainability into our events and services
- provide networking opportunities
- support government initiatives
- promote and expand the network

OUR GUIDING PRINCIPLES

The New Professionals Network will be a forum for sharing ideas, knowledge, and information in a valuable and effective way.

We act with integrity and respect for others.

We promote excellence in the public service by maintaining and improving our knowledge, skills, abilities and competency, and assisting in enhancing those of our colleagues.

We are committed to a process of continual learning and innovation.

We are an inclusive network made up of public servants who self declare as “new professionals.”

- We are a diverse group of provincial public servants that represent the population of Manitoba including:
- participation from rural Manitoba, northern Manitoba, and Winnipeg.
- participation from all departments throughout government.

We ensure a consistent theme of being inclusive in all communication and activities.

The New Professionals Network is sustained by a core team (steering committee) as well as three working teams (sub-committees), and a team of Regional Ambassadors.

The New Professionals Network reports to the Civil Service Commissioner and receives general guidance on government priorities from the Deputy Minister Advisory Committee on Human Resources.

Suggestions from new professionals that would advance the goals of the civil service are shared with the Civil Service Commissioner and the Deputy Minister Advisory Committee on Human Resources.

TO ENHANCE THE TALENT OF OUR NEW PROFESSIONALS
the New Professionals Network will offer...

The 2011/12 Learning Series:

- 1st Annual Regional New Professionals Conference (one day rural Manitoba)
- A lunch and learn session and a half-day workshop featuring experience civil servants and leaders speaking in areas such as:
 - career advancement;
 - leadership;
 - communication;
 - health and wellness
 - work-life balance/healthy workplaces; and
 - government structure/operations/protocol

TO BE RESPONSIBLE STEWARDS OF OUR ENVIRONMENT
the New Professionals Network will offer...

Our continued commitment to integrating sustainability into our events and services

Our leadership in promoting sustainable events and services throughout government

TO PROVIDE NETWORKING OPPORTUNITIES
the New Professionals Network will offer...

Opportunities for new professionals to get involved and get connected! In addition to our regular programming will continue to offer activities that speak to the diversity of our membership. We will also demonstrate our commitment to philanthropy.

The 2011/12 Networking Events for New Professionals:

Ongoing year-round NPN book club

Ongoing year-round NPN French language club

Special interest events such as a supper club

NPN relay team(s) and event support benefitting the Manitoba Marathon

NPN volley ball team(s) at Winnipeg Super Spike

STEP and NPN BBQ held in Winnipeg and rural Manitoba

Bike rally

Sports league team(s) – slow-pitch or dodge ball

Networking lunch with senior managers

NPN holiday hampers benefitting the Christmas Cheer Board

Festival du Voyageur

TO SUPPORT GOVERNMENT INITIATIVES
the New Professionals Network will offer...

- **opportunities for new professionals to join our planning teams** and help move forward renewal initiatives in the Manitoba civil service
- **a mechanism to link new professionals and managers** throughout government to support short-term projects and gain valuable knowledge and experience in government
- **information sharing, knowledge transfer and recognition** of new professionals through our newsletter *The Professional Connection*, with regular features on department initiatives and how government works
- **the chance to be ambassadors** in promoting the Manitoba civil service as an employer of choice
- **continued partnerships** with MB4Youth, Service Quality Partners, IPAC, and other public service jurisdictions
- **connections** between government priorities and conference and workshop topics

TO PROMOTE AND EXPAND THE NETWORK the New Professionals Network will offer...

- ***The Professional Connection***, our regular newsletter with articles written by new professionals for new professionals about topics relevant to working in the civil service while promoting people, activities and initiatives
- **Dynamic website** with relevant information, promotions, and calendar of events
- **Promotional items** such as rack cards, retractable ID/ swipe card holders, NPN payday calendar, NPN event flag and NPN pins
- **Information sessions** about the network available to any department upon request, for new professionals, managers, and prospective employees

Outreach Strategy for 2011/12:

We will continue to work with our regional ambassadors throughout Manitoba to ensure that events and services are provided across the province. We will also work to improve our use of technology to increase access to our learning opportunities.