

Compass: The one-stop shop for change

By Kristina Davis

Type the word “change” into any search engine and you will get more than 5.2 million hits. From climate change to exact change, there is a whole lot of change out there, and it is overwhelming.

The Director General of Strategic Change (DGSC) may not have “googled” change, but they know the resources available on-line are seemingly endless. Just imagine narrowing those 5.2 million hits to something relevant and useable.

Enter Compass, an innovative and comprehensive virtual resource centre, that allows all members of the DND/CF team involved in change, access to tools,

templates, theories, policies and guidelines. Best of all, it has already been profiled, including what the resource is, when to use it, what is needed to use it, and most importantly, how to get it.

Henrietta Bristow, Compass project manager, says the intranet-based site does not re-invent the wheel. Instead, it takes already existing resources, and makes them available from a single location. She describes the resources as “generic and broadly applicable”, valid for use at a base, headquarters or unit level.

Divided into “soft and crunchy” topics, users will find everything from vision to leadership, measurement and risk management tools. Recognizing those human elements affecting the change

process, like vision, has been identified as a contributor to success. “Both the hard and soft sides of change work in tandem,” explains Ms. Bristow.

And given the evaluation criteria used to select resources for Compass, users know these tools and or techniques have been used before. Evaluation criteria include items like mobility, applicability and are rated based on track record, maturity and training.

These criteria are important given the volume of resources available and the wide variety of organizations they have been pulled from. Ms. Bristow says Compass includes resources not only from within DND, but also other government departments and

even organizations from outside the Government of Canada.

Key behind all these resources is an OPI associated with each profile. “It’s so helpful,” says Ms. Bristow, “to speak to someone who has done it before.”

To date 72 profiles currently exist on-line and more will be added. Ms. Bristow admits it is a challenge to uncover all the resources that currently exist. To that end, users can also join an on-line community and are encouraged to provide feedback, including resources they themselves have used.

“Our best source is our users,” says Ms. Bristow.

Visit Compass on-line at: vcds.dwan.dnd.ca/compass/intro_e.asp.

La Boussole : pour tous vos besoins en matière de changement

par Kristina Davis

En tapant le mot « changement » dans n’importe quel moteur de recherche, on obtient plus de 5,2 millions de résultats. Des changements climatiques aux changements d’adresse, une foule de changements se produisent partout, et ça peut paraître oppressant.

Les membres de la Direction générale des changements stratégiques (DGCS) n’ont peut-être pas « googlé » le mot changement, mais ils savent que les ressources en ligne à ce sujet semblent innombrables. Essayez d’imaginer comment regrouper ces 5,2 millions de résultats pour en tirer un outil pertinent et utile.

C’est là qu’intervient La Boussole, un centre de ressources virtuelles novateur et exhaustif qui permet à tous les membres du MDN et des FC participant au changement de consulter les outils, les modèles, les théories, les politiques et les lignes directrices à ce sujet. Qui plus est, on y trouve un profil des ressources, qui indique ce qu’est la ressource, quand l’utiliser, ce dont on a besoin pour l’utiliser et, surtout, comment l’obtenir.

Henrietta Bristow, gestionnaire du projet La Boussole, affirme que le site intranet ne réinvente pas la roue. Il regroupe plutôt des ressources en place sous un même toit. Elle dit des ressources offertes qu’elles sont « génériques et d’application générale »; elles

peuvent être utilisées à l’échelle d’une base, d’un quartier général ou d’une unité.

Les sujets sont divisés selon les ressources générales et techniques. Les utilisateurs pourront y trouver des renseignements sur la vision et le leadership, en passant par les outils de mesure et de gestion des risques. On reconnaît que les éléments humains qui affectent le processus de changement, comme la vision, contribuent à la réussite du changement. « Les aspects techniques et généraux du changement vont de pair », explique M^{me} Bristow.

Ainsi, grâce aux critères d’évaluation utilisés pour choisir les ressources qui figurent dans le site de La Boussole, les utilisateurs savent que ces outils et ces techniques ont déjà fait leurs preuves. Les critères d’évaluation peuvent être la mobilité et l’applicabilité, et les ressources sont cotées selon les antécédents et la maturité de la ressource, ainsi que la formation offerte.

Ces critères s’avèrent importants, compte tenu du volume de ressources offertes et de la variété des organismes dont elles proviennent. M^{me} Bristow explique que La Boussole comprend des ressources en provenance non seulement du MDN, mais aussi d’autres ministères et même d’organismes externes au gouvernement du Canada.

Élément clé de ces ressources, des bureaux de première responsabilité sont associés à chaque profil. « C’est tellement



Compass, Your Virtual Resource Centre for Change, has been online since the spring. Team members include, from left, Henrietta Bristow, Compass project manager, François-Philippe Dubé, Compass team member, Stephen Hallihan, DGSC and Compass project sponsor, Cdr Ian Moffat, Director Change Support within DGSC and Compass project director.

La Boussole, votre centre de ressources virtuelles sur le changement, est en ligne depuis ce printemps. Voici les membres de l’équipe (de gauche à droite) : Henrietta Bristow, gestionnaire du projet La Boussole, François-Philippe Dubé, membre de l’équipe La Boussole, Stephen Hallihan, DGSC et parrain du projet La Boussole, le Capf Ian Moffat, aide au changement de la DGSC et directeur du projet La Boussole.

plus facile de s’adresser à quelqu’un qui a déjà utilisé des ressources », déclare M^{me} Bristow.

À l’heure actuelle, 72 profils existent en ligne et d’autres viendront s’y ajouter. M^{me} Bristow admet que c’est tout un défi de dénicher toutes les ressources qui existent. À cet effet, les utilisateurs peuvent faire partie

d’un groupe virtuel et on les encourage à donner de la rétroaction, incluant des commentaires sur les ressources qu’ils ont eux-mêmes utilisées.

« Nos utilisateurs constituent notre meilleure source », indique M^{me} Bristow.

Vous pouvez consulter le site de La Boussole au vcds.dwan.dnd.ca/compass/intro_f.asp

First same-sex wedding at CF chapel

By Lt(N) Paul Pendergast

Two CF members were married May 3 with a quiet exchange of vows at St. Mark’s Chapel at 14 Wing Greenwood—the first same-sex marriage ceremony performed in a CF chapel.

Lieutenant-Commander David Greenwood, 14 Wing Chaplain, co-ordinated the arrangements for the ceremony.

“It was a wonderful service,” says LCdr Greenwood. “There wasn’t a dry eye in sight when the minister pronounced the Nuptial Blessing.”

A United Church minister from nearby Wolfville conducted the service. LCdr Greenwood, an Anglican priest, first attempted to get a United Church Chaplain from CFB Halifax, but none were available.

“The Anglican Church in Nova Scotia doesn’t perform same-gender weddings,” explains LCdr Greenwood. “I received the couple with dignity and respect in accordance with our military policy and made arrangements for the service to take place. I conducted the pre-marriage course, and I was at the ceremony to preach and welcome the community on behalf of the Base Chaplaincy.”

LCdr Greenwood says the ceremony was intimate—about 45 family members, friends and supporters—and the couple, a sergeant and warrant officer, wore civilian clothes.

Interim guidelines on same-sex marriage were distributed to CF chaplains in autumn 2003. They were

produced by the Interfaith Committee on Canadian Military Chaplaincy, the body that provides the link between the faith groups of Canada and the CF, at the request of the Chaplain General.

Currently, same-sex marriages are performed in seven provinces and one territory, are legal and must be recognized. Same-sex marriages are not performed in Alberta, New Brunswick, P.E.I., Nunavut and the Northwest Territories, but the Nunavut government will recognize same-gender marriages performed elsewhere.

LCdr Greenwood has received a few inquiries since the ceremony. “Most military members just want to know that it was being done decently and in good order,” he says. “They wanted to be re-assured that this was in accordance with our policies.”

Lt(N) Pendergast is attached to 14 Wing PA.