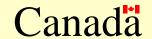# IM Certificate Program

Meeting - MGI Senior Officials
November 25, 2004

Rita Moritz
Director General, Information Management Branch
Natural Resources Canada

Co-Chair, IM Champions Committee

Background

- **Management of Government Information (MGI) Policy Implementation Fund**

- **Strong support from IM & Policies Committee (IMPC), IM Champions Committee (IMCC)**

IM Certificate Program - Objective

- To support the implementation of the MGI Policy in departments by providing learning and developmental opportunities for IM leaders, specialists, practitioners, and managers.

As well, the Program will contribute to:

- The development of a community of IM practitioners
- An understanding of current and future IM Competencies
- Consistent IM Practices
- A baseline for IM professionalism

IM Certificate Program Project

- Community led

- Competency based

- Partners include the Organizational Readiness Office (ORO) PWGSC, and the Canada School of Public Service (CSPS), working in collaboration with, Library and Archives Canada, Treasury Board Secretariat, the IM Community, and others

Project Conducted in Two Phases

- **Phase I (2004/05)**
  - Learning needs analysis
  - Scan of existing IM courses and products
  - IM Curriculum development
  - Pilot IM Leadership Course to Information Management Leadership Initiative (IMLI) participants - February 2005

- **Phase II (2005/06)**
  - Certification Framework
  - Course content development and delivery

Next Steps

- **IM Leaders and Practitioners currently involved in Needs Analysis for IM Certificate Program**

- **IM Community Endorsement of Proposed Curriculum**

- **Commitment to provide opportunities and resources for staff to attend IM Certificate Courses**

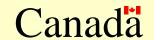- **Recognition of Certificate for IM Professionals**

IM Leadership Initiative

Meeting - MGI Senior Officials
November 25, 2004

Marilyn Osborne
Executive Director, Government Information Management Office
Library and Archives Canada

Co-Champion, IM Leadership Initiative

Public Works and
Government Services
Canada

Travaux publics et
Services gouvernementaux
Canada

Canada

Background

- IM & Policies Committee (IMPC), IM Champions Committee (IMCC), CIO Council: Consultation and feedback on program objectives and design - Spring 2003

- Pilot approved by the Service and Information Management Board (SIMB) – March 2003

- Learning model – based on the Accelerated Executive Development Program (AEXDP), the Information Technology Management Development Program (IT MDP)

  - Formal learning events

  - Action learning groups

  - Structured curriculum

IMLI Objectives

- Provides early returns to departments
- Reflects rethinking of the role of IM
- Develops leadership capacity in IM functional advisors and specialists

Phased Implementation

- **First phase (2003-2004)**
  - Nomination and selection (Summer 2003)
  - Launch (October 2003)
  - Implementation of Action Learning groups (November 2003)
  - Formal learning events (November 2003)
  - Begin curriculum development (Spring 2004)
- **Second phase (2004-2005)**
  - Introduction of more structured curriculum
  - Evaluation and recommendations on final program design

Participants

- 23 participants from 17 departments and agencies, mostly at the EX-minus-1, EX-minus-2 levels

- Participants represent diverse department and agency interests: social, cultural, economic developments, regulatory, etc.

- Leaders in library services, records management, ATIP, web content, systems development, policy development

Success measures to date…

- 82 % attendance at monthly day long events
- Evaluation – 90% of participants who attended found the learning events improved their understanding of IM
- 80 % attendance at monthly, day-long action learning groups
- Evaluation – of those who responded 95% indicate that Action Learning is of benefit to their work and leadership development

Success measures to date… (2)

- Feedback from participants
  - The IMLI
    - Focuses on developing options to real challenges
    - Influences IM project planning
    - Encourages strategic thinking
    - Supports collaborative processes
    - Provides innovative learning opportunities

Success measures to date… (3)

- Feedback from supervisors
  - The IMLI
    - Improves strategic thinking
    - Develops coaching skills
    - Supports broader 'horizontal' thinking
    - Builds community support
    - Improves the understanding of IM issues
    - Encourages alternative approaches
    - Provides a rich network of contacts and resources

Where do we go from here?

- How can we continue to support the development of IM Leaders?