



September 2005

CIPMA **CHANNEL ISLANDS PERSONNEL MANAGEMENT ASSOCIATION**

News from the IPMA-HR Leadership Conference

On August 6 & 7, 2005, the new Presidents of IMPA-HR Chapters were invited to attend the Leadership conference in Virginia. As new CIPMA President, I attended this conference and learned about the National Organization and what benefits are available to our CIPMA Chapter Members. Also, I presented two parts of the Leadership segment of the “Developing Competencies for HR Success” at this conference. This introduced the participants to this training to offer to their Chapter Members.

Highlights of the Leadership Conference included:

- IMPA-HR Structure & National Memberships of CIPMA Chapter – 40% of CIPMA Members belong to the National Association as well.
- Initial United Membership Survey Results – the National Association has extended the opportunity to respond to this survey through the end of September. Elena Keenan will be sending out an e-mail notifying CIPMA members.
- National Recruitment Campaign – IPMA-HR is currently offering \$50 on-line memberships for 60 days. This a great way to join at the national level at a reduced cost. National individual memberships are \$145 per year.
- Chapter Services – benefits available to local chapters, like CIPMA, include brochures on benefits and publications. These have been ordered and will be available at the September 14th meeting in Moorpark.
- Professional Development – IPMA-HR supports the IPMA-CP and IPMA-CS designations for HR professionals in the public sector. CIPMA is planning on offering the “Developing Competencies for Success in HR” next spring. Jenny Roney will be attending the Train the Trainer session in September and Nancy Rasmussen will attend “Developing Competencies for Success in HR” in September and October, both offered in Southern California. Then CIPMA will have an official training team to offer this 4-day training for HR professionals in San Luis Obispo, Santa Barbara, and Ventura Counties to obtain the IPMA-CP designation.
- IPMA-HR Membership Benefits – these include research in the HR field, networking with HR professionals, professional development, listserv to exchange ideas, and the monthly newsletter.

Upcoming Board Meeting Items:

The CIPMA Board will be working on revising our By-laws to accomplish the following:

- Changing the name of CIPMA to incorporate the new IPMA-HR name. IPMA now stands for “International Public Management Association–Human Resources” instead of “International Personnel Management Association”. At the last board meeting, it was suggested that we change our name from “Channel Islands Personnel Management Association” to “Channel Islands Public Management Association – Human Resources”. If you have any suggestions on the name change, please let any Board Member know your ideas.
- Adding the new board position of “Communications Officer”. Also, at the last board meeting, it was suggested that we add a “Membership Officer” to add focus to the membership of the organization.

The Board will review the existing By-laws and will keep the membership posted on any other proposed changes. The By-laws will be reviewed by the National Association and then brought to the membership for final approval.

**Welcome, new CIPMA Board Members!
2005-06**

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Join IPMA-HR in Dallas!

Make plans now to join our public sector human resource colleagues from across the country and around the world for the IPMA-HR 2005 International Training Conference in Dallas, Texas, at the Adam's Mark Hotel, October 15 – 19, 2005. The conference was originally scheduled to take place in New Orleans, but it has been moved to Dallas due to Hurricane Katrina and the awful devastation that has occurred. The date is the same as originally planned.

This year's conference features hands-on pre-conference workshops and three full days of sessions that offer real world insights, techniques, and methodologies pivotal to the increasing demands on the HR professional. You'll have more than 35 sessions to choose from that will cover various topics in the areas of improving tactical HR skills, and strategic HR and leadership development.

Choose from special interest topics like:

- Successful Employee Orientation
- Grading the State Process
- Facilitating Employee Engagement through Pay for Performance
- The Art of Personal and Team Motivation
- Extreme Hiring Makeover
- Spontaneous Leadership
- Succession Planning
- Designing and Implementing Reward & Recognition Programs in State Agencies
- And many more

Website News

The minutes of the CIPMA Board meeting will soon be posted to the CIPMA website: <http://www.cipma-hr.org/index.htm>. Also, IPMA-HR requested CIPMA to add information to our website including member benefits. Jamie Cross, Communications Officer, will be working on these updates with our Website Administrator, Zhen Xie, with the County of Santa Barbara.

Remember, the CIPMA website now has space for Human Resources job postings in our region. Contact Jamie Cross to have a job opening posted on our website.

If you have any ideas on items that you think would be valuable to have on the CIPMA website, please contact Jamie Cross.

When e-mailing Jamie Cross (www.jcross@simivalley.org), please indicate CIPMA in the subject portion of your e-mail.