



Dept. of Foreign Affairs
Min. des Affaires étrangères

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Savoir

-faire

CFSI NEWSLETTER OCTOBER 1999



Message *from the Deputies*

This Departmental newsletter, *Savoir-faire*, dedicated to human resource and professional development issues is timely. Improving the Department's HR systems, developing a better framework for career progression and professional satisfaction, paying more attention to the large population of our employees who are engaged locally at our 158 locations around the world and expanding training opportunities are high priorities. This newsletter will keep everyone at headquarters and abroad informed of the numerous developments in the three year action plan that we announced last June.

A first key step has been taken. We have created the position of Assistant Deputy Minister for Human Resource Issues, with Suzanne Laporte taking on the responsibility for providing a constant senior management focus to prioritize the HR issues that need attention the most and to ensure an activist approach.

At the June 3 Town Hall meeting, we spoke out on six broad issues:

- Departmental Leadership
- Career Planning and Development
- Locally Engaged Staff
- Training
- Human Resources Management
- Resetting our Values

We are proceeding to implement commitments we made on each of these issues and we will keep you informed of the activities as they unfold.

Don Campbell/Rob Wright

FS Training *To Boldly Go On a Five-year Plan*

This year's 43 new FS officers have embarked on a training program that offers more flexibility than in the past.

"This new program replaces a curriculum that was not always closely related to the work of new officers," says Christine Moisan, manager of the Foreign Service Development Program (FSDP).

After an initial eight days of training at the Bisson campus, where basic tools, skills and knowledge to work at DFAIT are acquired, officers are given headquarters assignments right away. After that, the new FS will be responsible for designing a personal training program in consultation with FSDP assignment officers, managers, and supervisors.

The new five-year development program is based

on a credit system and most credits are the equivalent of one day of training. An FS must accumulate 60 "training" credits at CFSI over the five years, an average then of one credit per month. They also must attend a certain number of mandatory sessions at the Canadian Centre for Management Development where they are trained with management trainees from other government departments.

Assessments of the FS officers are made at three points along the way: at 18 months, 36 months and at the end of five years in the Department. Promotion to FS 2 takes place after the fifth year with appropriate rating reports and completion of the credit requirements.

New officers from the Management Consular stream follow the same initial introductory session with their FS counterparts and their specialized training follows the same pattern as last year.



Don Campbell meets new officers at their introductory session at the Bisson campus of CFSI on Sept. 13. Left to right: Tony Cantin, Don Campbell, Johanne Coulombe and Adriaan de Hoog.

Max Photo