



# 2019-20 Strategic and Operational Plan

# The National Managers' Community

The National Managers' Community (NMC) is an active, horizontal network of managers and aspiring managers that spans from coast to coast to coast. It ensures a strong voice for over 40,000 managers in the federal public service and uses modern tools and partnerships to leverage and magnify influence and impact.

The NMC Secretariat is led by an Executive Director and a small administrative team. The regions are supported by six Regional Managers and a Communications Advisor with the mandate to serve and support managers and key stakeholders across Canada.

The NMC is supported by a Deputy Minister Champion, departmental champions, regional champions, provincial steering committees and stakeholders/key partners.

***“The NMC Secretariat is a small and mighty team that has the pulse of managers across the public service.”***

***– Christine Donoghue, NMC DM Champion***

*The NMC Secretariat after a visit with the Privy Council Office during national team meetings in Ottawa – February 2019*



## Mandate

The **National Managers' Community (NMC)** is a key horizontal network representing the voice of managers and aspiring managers that strives to:

- **Connect** managers and aspiring managers with peers, senior leaders, resources and tools enabling them to better achieve their objectives,
- **Engage** our networks and stakeholders, and
- **Collaborate** with central agencies and other partners in support of public service wide priorities.

## Mission

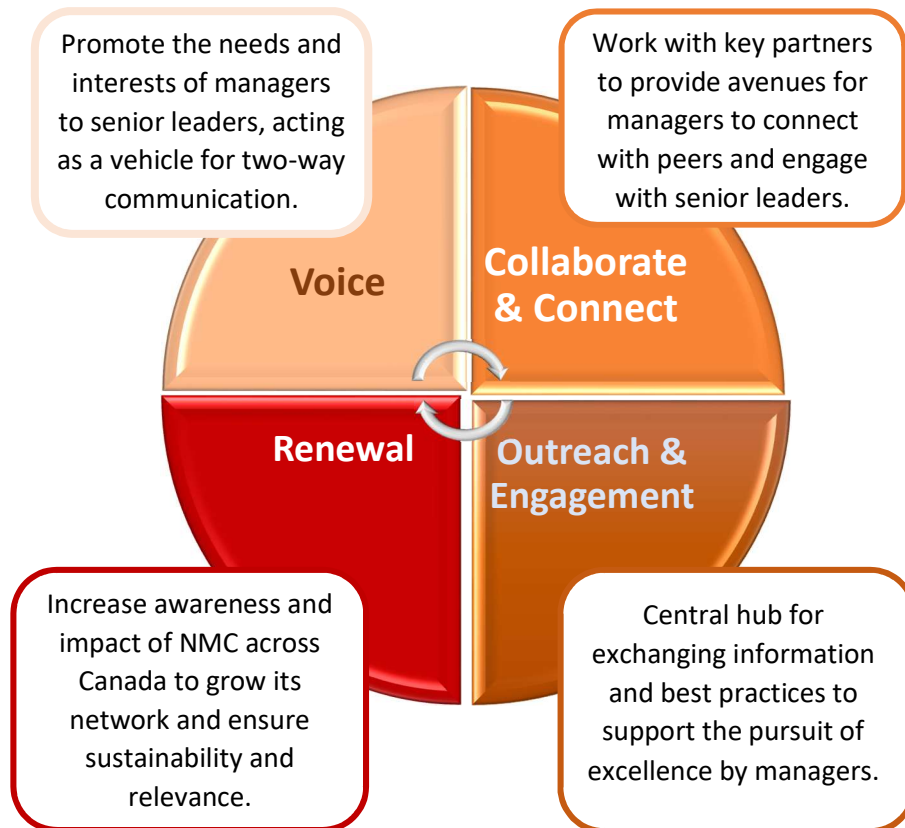
The mission of the NMC is to be the voice of managers across the country, a vehicle for 2-way communication with Senior Leaders and to support the pursuit of excellence by managers in the Public Service.



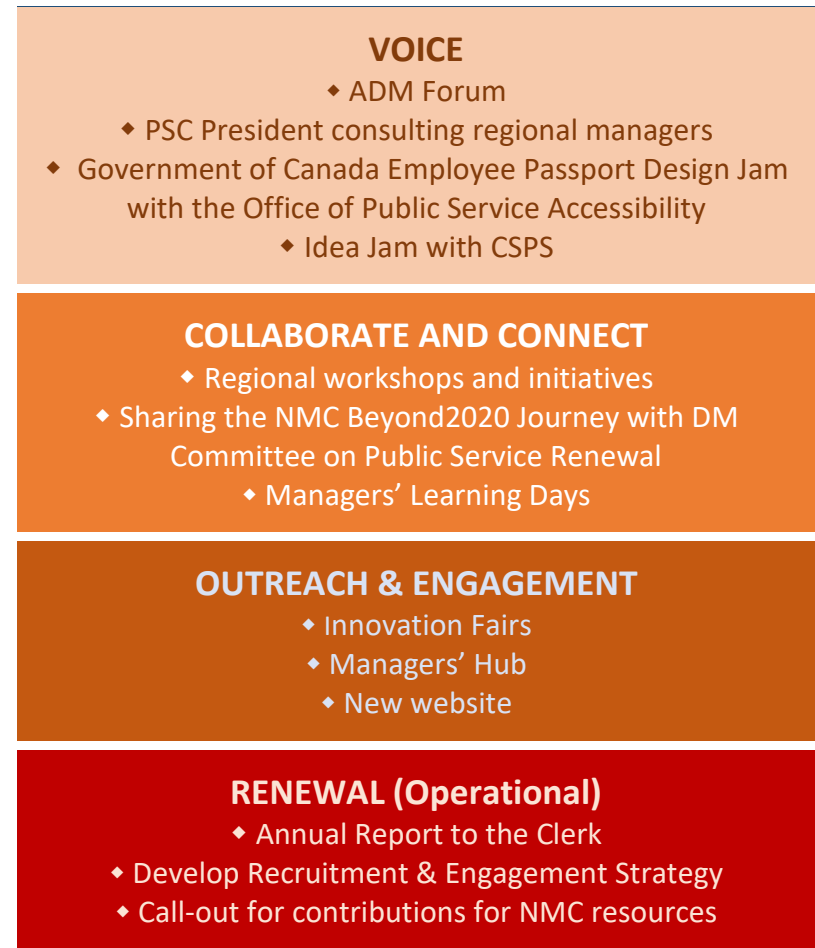
The NMC network is leveraged by Departments, Communities and Programs to ensure that new initiatives being developed are in sync with the reality of what managers need and are facing every day.

By collaborating with key stakeholders, the NMC is better equipping managers by offering timely and relevant learning events on hot topics affecting the evolving responsibilities of managers.

## Strategic Objectives

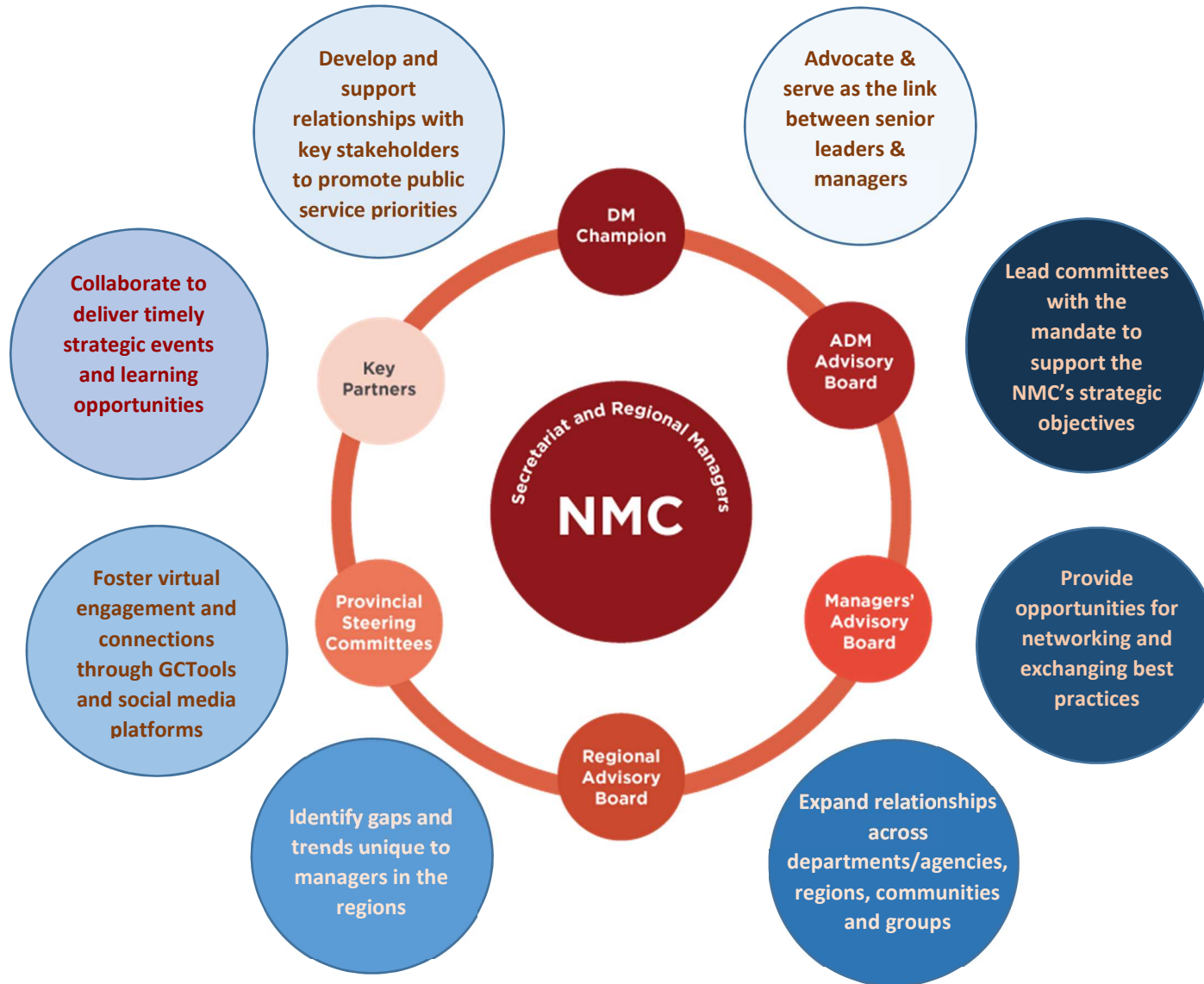


## NMC in Action



# Strengthening the NMC Network

The NMC will develop innovative ways to build and strengthen relationships with its network in order to support managers and aspiring managers across departments and regions in promoting a more agile, equipped and inclusive public service and supporting the change of mindsets and behaviours.



## 2019-2020 Operational Plan

Strategic Objective	Event/ Initiative	Lead	Timeline
<b>Voice</b>	Presentation on the NMC to Deputy Ministers (DM) at Public Service Management Advisory Committee (PSMAC)	DM Champion NMC Secretariat	Q1
	PSC President consulting regional managers	Regional Managers	Q1
	Presentation to PSMAC on new Policy on People Management	Executive Director Regional Advisory Board	Q1
	ADM Forum	Executive Director NMC Secretariat	Q1
	Idea Jams with the CSPS	NMC Secretariat	Q1
	Government of Canada Employee Passport Design Jam with the Office of Public Service Accessibility	NMC Secretariat	Q1
	Analysis of 2017 and 2018 PSES Survey Results for managers	NMC Secretariat	Q2/ Q3
	ADM Advisory Board	DM Champion Executive Director	Quarterly
	Manager Advisory Board (MAB)	NCR Secretariat Regional Managers to attend	Quarterly
	Regional Advisory Board (RAB)	NCR Secretariat Regional Managers to attend	Quarterly
	Regional Focus Groups/Consultations	Regional Managers	As required
<b>Collaborate and Connect</b>	Share NMC Beyond2020 Journey with DM Committee on Public Service Renewal and Beyond2020 Symposium for ADM Champions	Executive Director Communications Advisor	Q1
	Managers' Learning Days	NMC Secretariat Regional Managers	Q3
	Students Program: Best Practices for Hiring Managers with CSPS and PSC	NMC Secretariat	Q4
	Connect & Collaborate with Regional Champions & Regional Federal Councils	Regional Managers Steering Committee Co-chairs	As required (Quarterly Fed. Council Meetings)
	NMC DM Champion	Executive Director	Ongoing
	Canada School of Public Service - Partnership	All	Ongoing
	Joint awareness strategy with OCHRO - HR-to-Pay	Communications Advisor NMC Secretariat	Ongoing
	Central Agencies, Other Government Departments, Functional and Horizontal Communities	Executive Director Regional Managers	Ongoing

Strategic Objective	Event/ Initiative	Lead	Timeline
<b>Outreach and Engagement</b>	NMC Promotional Video - Development & Release	All	Q1
	Website	Micro Mission Communications Advisor	Q1
	Innovation Fairs	NMC Secretariat Regional Managers	Q1
	Disruption by Design Innovation Lab workshops – partnership with Northern Federal Council and CANNOR during Innovation Fairs in the North	NMC Secretariat	Q1
	Managers’ HUB	Micro Mission NMC Secretariat Communications Advisor	Q3
	Complete Phase 1: Coaching Circles Toolkit Development	Regional Managers	Q4
	Interactive Kiosks	All	Ongoing
	Digital Channels: GCTools Thinking out Loud Club Nouveau	All Communications Advisor	Ongoing
	National/ Regional Communications (newsletter, social media, etc.)	Communications Advisor Regional Managers NMC Secretariat	Ongoing
<b>Renewal</b>	Update and Present Strategic Operational Plan	Executive Director Designated Leads	Q1
	Beyond 2020 Action Plan – NMC	NMC Secretariat Regional Managers	Q2
	NMC Annual Report to the Clerk	Executive Director Designated Lead	Q3
	Call-out for financial resources for the NMC	DM Champion NMC Secretariat	Q3
	Development of a Recruitment & Engagement Strategy	Regional Managers Communications Advisor	Ongoing
	NMC Results Framework	Regional Managers	Ongoing
	NMC Reporting Tool	Regional Managers	Ongoing

Managers who connect with the NMC ensure that their voice is heard and that they are aware of events and opportunities that will contribute to the development of a more agile, equipped and inclusive public service.



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