



National
Managers'
Community

Communauté
nationale des
gestionnaires



2020-21 Strategic and Operational Plan

CONNECT - ENGAGE - COLLABORATE

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.

Led by the efforts of Mike Nurse and Michelle Comeau, the NMC first took shape in 2000 as a fusion of existing smaller manager communities from across Canada.

From the beginning, the NMC's mandate was to support managers to enable them to be more effective in their work. It accomplished this by promoting learning and development to address the broad needs of managers. While these needs have evolved significantly since 2000, the NMC's dedication to effectively support managers remains as strong as ever.

Today, the NMC is adapting to the new world head on by focusing on the evolving and emerging needs of managers and new ways of working while helping to build and foster an inclusive, diverse and accessible public service.

In this the NMC's 20th Anniversary, it will continue to fulfill its mandate to ensure a strong voice for the over 40,000 managers in the federal public service, to promote a more agile, equipped and inclusive public service, and to use modern tools and partnerships 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

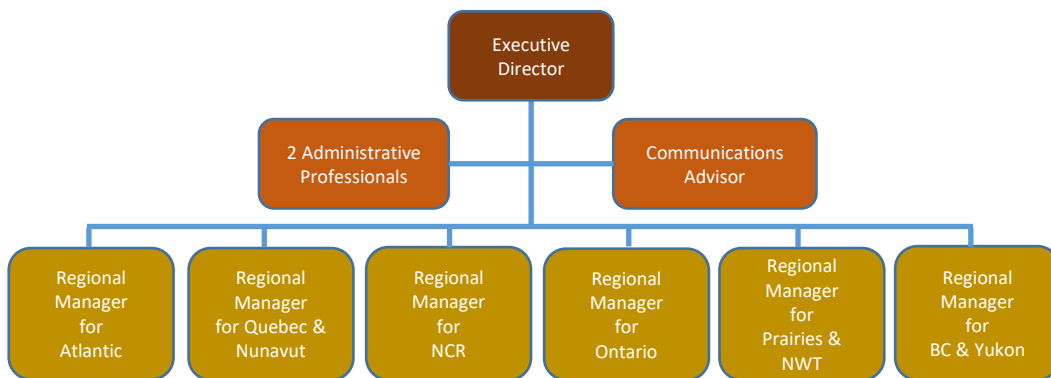
The mission of the NMC is to be the voice of managers across the country, a vehicle for 2-way communication with Senior Leaders and to support the pursuit of excellence by managers in the Public Service.

“As Canada’s federal managers, you are leading, managing and working remotely for the first time, and many of you are essential workers or on front the lines. The NMC is here to help you succeed. Know you are not alone.” The NMC

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.

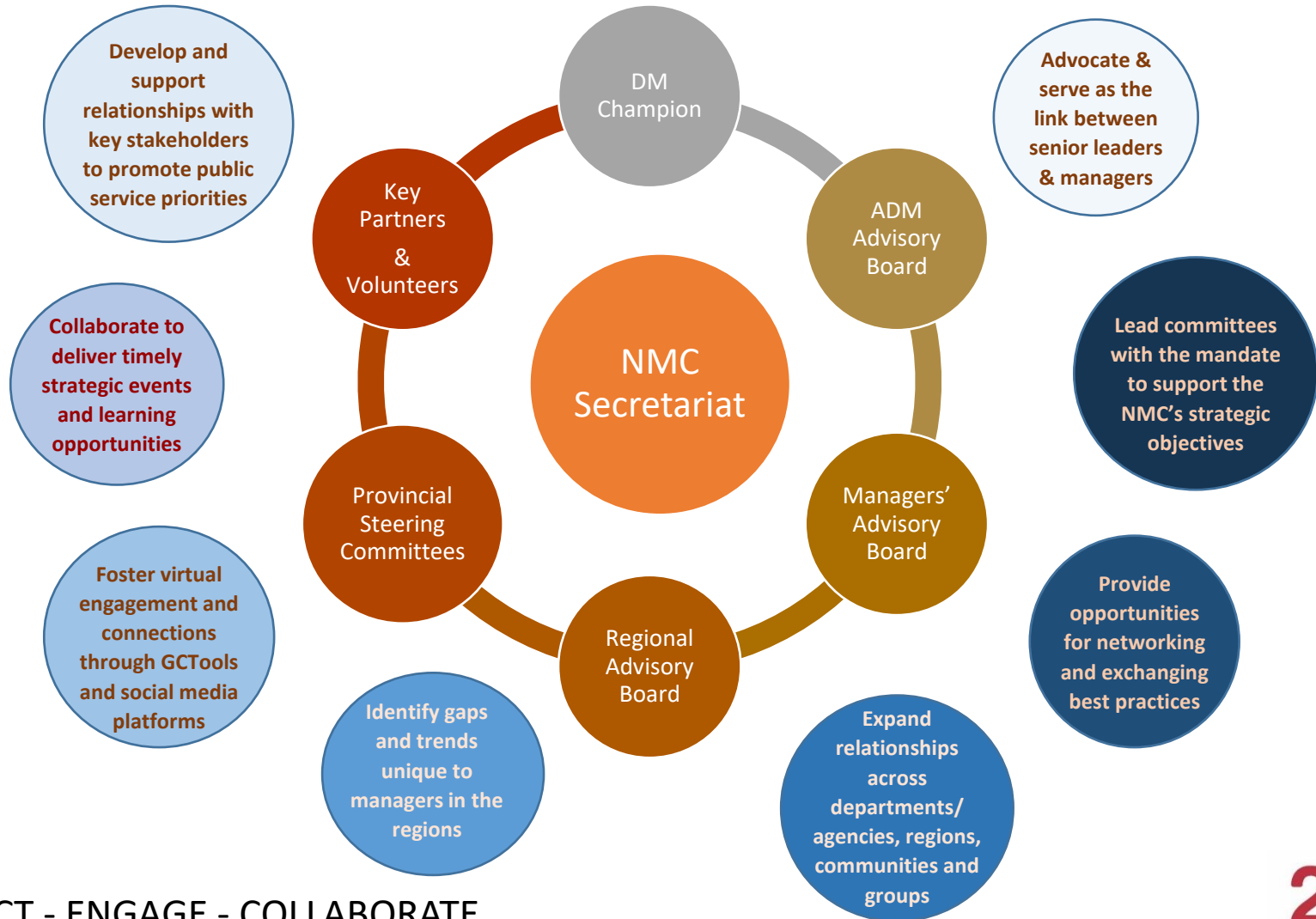
By collaborating with key stakeholders, the NMC is better equipping managers by offering timely and relevant learning events on hot topics affecting the evolving responsibilities of managers.

This is all accomplished by a small and mighty NMC Secretariat.



Backed by a Vast NMC Network

Led by our Deputy Minister Champion, departmental and regional champions, advisory boards, provincial steering committees and stakeholders/ key partners, the NMC develops innovative ways to reach and support managers and aspiring managers across departments and regions.



Strategic Objectives In Action

- Survey managers on learning needs for Managers Learning Days
- Analysis of PSES 2017-19 Survey
- OCHRO consultations on Guidebook for return to work
- Consultation on Authority Delegation Training with CSPS

Promote the needs and interests of managers to senior leaders, acting as a vehicle for two-way communication.

Work with key partners to provide avenues for managers to connect with peers and engage with senior leaders.

- 20th Anniversary - Learning Workshops and Regional Events
- Managers Connect – Virtual Talks
- Leading with Empathy Through the Easing of COVID-19 Restrictions with CSPS
- Failures that Bloom Series



Increase awareness and impact of NMC across Canada to grow its network and ensure sustainability and relevance.

Central hub for exchanging information and best practices to support the pursuit of excellence by managers.

- Annual Report to the Clerk
- Beyond2020 Action Plan Commitments
- Call-out for contributions for NMC resources
- Leverage NMC platforms to expand networks and awareness

- #TipsforManagers for Leading Virtually
- Dissemination of COVID-19-related information on behalf of OCHRO
- 20th Anniversary Mike Nurse Leadership Awards
- Innovation Fairs with PS Renewal

2020-21 Operational Plan

Strategic Objectives	Event/Initiative	Lead	Timeline
Voice	Analysis of PSES 2017-19 Survey	NMC Secretariat	Q1
	Survey of managers needs in new context – determine themes for MLDs	NMC Secretariat & Regional Managers	Q2
	PSC-NMC Sub-Committee	NMC Secretariat	Triannual
	ADM Advisory Board	DM Champion Executive Director	Triannual
	Regional Advisory Board (RAB)	Executive Director Regional Managers	Triannual
	Managers Advisory Board (MAB)	Executive Director Regional Managers	Quarterly
	OCHRO consultations & focus groups and Technical Briefings (return to work, etc.)	NMC Secretariat, Regional Managers & Communications Advisor	Ongoing
	OPSA consultations & focus groups	NMC Secretariat & Regional Managers	Ongoing
	CSPS consultations & focus groups	NMC Secretariat & Regional Managers	Ongoing
	Liaise with senior leaders in the NCR/Regions	Executive Director Regional Managers	Ongoing
Regional consultations/ Focus Groups	Regional Managers	Ongoing	
Collaborate & Connect	#GCWellnessinMotion Challenge during Workplace Mental Health Month in partnership with Federal Youth Network (FYN)	NMC Secretariat Communications Advisor	Q3 (October)
	PS Renewal – Innovation Fairs	Regional Managers Communications Advisor	Q3
	NMC 20 th Anniversary Learning Series – National Workshops	NMC Secretariat	Q3 & Q4
	NMC 20 th Anniversary Learning Series – Provincial/Regional Events	Regional Managers	Q3 & Q4
	Hiring & Onboarding Students (CSPS, OCHRO & PSC)	NMC Secretariat	Q4
	Managers Managing People with OCHRO (events & survey)	Regional Manager NCR	Quarterly
	Managers Connect – Virtual Talks	NMC Team	Ongoing
	Failures that Bloom Series with Senior Leaders	Regional Managers (NCR Lead)	Ongoing

Strategic Objectives	Event/ Initiative	Lead	Timeline
Collaborate & Connect (cont..)	Connect & collaborate with Regional Champions & Regional Federal Councils	Regional Managers	Ongoing
	NMC DM Champion	Executive Director	Ongoing
	Canada School of Public Service – Partnership for return to work Learning Series	Executive Director Regional Managers	Ongoing
	Central Agencies, Other Government Departments, Functional & Horizontal Communities	NMC Secretariat Regional Managers	Ongoing
	Collaborate with Academic Institutions and other levels of government	Regional Managers	Ongoing
Outreach & Engagement	Interactive Kiosks for MLD's	Communications Advisor	Q2/Q3
	NMC 20th Anniversary - Mike Nurse Leadership Virtual Awards	NMC Regional Manager QC Communications Advisor	Q3
	Disseminate information related to COVID-19 on behalf of OCHRO	Communication Advisor NMC Regional Manager NCR	As necessary
	#TipsforManagers on Working Virtually	Communications Advisor Regional Managers	Ongoing
	National / Regional Communications - Newsletters	Communications Advisor Regional Managers	Ongoing
	Communications Strategy/ Reinforce brand	Communications Advisor	Ongoing
	Activities on all platforms (Website, GCconnex, Twitter, Facebook, YouTube & Mailchimp)	Communications Advisor	Ongoing
Renewal	Update & Present Strategic & Operational Plan	Executive Director Designated Leads	Q2
	NMC Reporting Tool - update	NMC Secretariat	Q2
	Reporting on NMC Beyond2020 Action Plan	NMC Secretariat Regional Managers	Q3
	NMC Annual Report to the Clerk & Stakeholders	Executive Director Designated Leads	Q3/Q4
	Call out for financial contributions for 2021-22 & 2022-23	DM Champion Executive Director	Q4
	NMC Results Framework	NMC Secretariat	Q4

The NMC represents the voices of managers from coast to coast to coast and that is why stakeholders recognize the NMC as a trusted medium to engage managers in shaping and implementing the priorities of the Government of Canada and in contributing to the public service of today and the future.

Christine Donoghue, Deputy Minister Champion, NMC



www.managers-gestionnaires.gc.ca