



National  
Managers'  
Community

Communauté  
nationale des  
gestionnaires

# NMC Strategic Plan



Context

# Evolving managers' practice and presence

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While the past two years have been challenging for everyone, managers played a central role and have continued to rise to the occasion.

In a time that is increasingly characterized by data, digital, new workplace designs, enhanced focus on inclusiveness, flatter work cultures, and multiple generations working together, managers have been flexible, hard-working, and delivered the critical programs that Canadians rely on.

As the pressures and expectations have evolved, both for what a manager needs to know and what is expected of them, they are looking for the tactics, strategies and skills that will elevate their outcomes. This is especially true as we shift towards new work realities.

While the National Managers' Community (NMC) Secretariat is a small piece of the puzzle, much of the picture comes from the impacts that managers have every day in the way they show up for themselves and their employees.



# The NMC Strategic Agenda

To sustain and enhance managers' capacity to drive public service renewal

Supporting managers to:



## Build a diversified and inclusive public service

Supporting Black and racialized employees, Indigenous Peoples, employees with disabilities, religious minorities, and others who continue to face barriers in the workplace.



## Thrive in the post-pandemic workplace

Being mobilized and agile with a focus on wellbeing.

Being ready to support their team(s) during the transition.



## Promote innovation and optimize performance

Fostering and growing talent; demonstrating a continuous learning and development mindset.

Helping to shape the future of Canada's public service.

One that will continue to be more agile, diverse, accessible, and inclusive.

# How we will get there



## NMC's Mission

Supporting managers as they work towards achieving excellence in the public service.

The NMC will enable the achievement of our strategic agenda by:



### ACTING AS A 2-WAY COMMUNICATION ENABLER

Advancing public service priorities and promoting the needs and interests of managers to senior leaders and central agencies, while showcasing the essential role played by managers.



### COLLABORATING AND CONNECTING

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



### UNDERTAKING OUTREACH AND PROMOTING ENGAGEMENT

Facilitating dialogue, acting as a knowledge broker, exchanging information and sharing best practices, while growing NMC's network.



### SUPPORTING RENEWAL

Increasing awareness and the impact of the NMC across Canada and ensuring its sustainability and relevance.

“The NMC is committed to supporting managers as they navigate through an increasingly complex operating environment. We will deepen community connections, support them as they achieve public service priorities and create opportunities for managers to develop the skills they need for the future.”

Arun Thangaraj, Deputy Minister Champion



# What we want to achieve

Outcome	Key activities	Alignment
Increased insights into the managers' working reality.	<p>The NMC will:</p> <ul style="list-style-type: none"><li>• Work with partners and stakeholders to identify, compile and analyze data: exploring who our managers are (demographics etc.), what their responsibilities are (policies etc.), and showcase their distinct realities.</li></ul>	Renewal, Voice
Strengthened partnerships, creating powerful opportunities for managers' upskilling and development.	<p>The NMC will:</p> <ul style="list-style-type: none"><li>• Work with departmental Managers' Networks to create the realm of development opportunities for managers.</li><li>• Collaborate with central agencies in their work.</li><li>• Collaborate with partner groups on national activities.</li><li>• Strengthen our relationship with APEX with a series of sessions and events to help aspiring executives.</li><li>• Deliver co-development and peer coaching circles.</li></ul>	Collaborate, Outreach, Voice

Outcome	Key Activities	Alignment
<p>Managers' allyship of mental health, inclusion, renewal and wellbeing is sustained through learning opportunities.</p>	<p>The NMC will:</p> <ul style="list-style-type: none"> <li>• Deliver and communicate information, resources and opportunities on topics that matter such as: diversity and inclusion, well-being, recruitment, retention, career development, the new work realities and more.</li> <li>• Offer Virtual Talks consistently throughout the year.</li> </ul>	<p>Collaborate, Outreach</p>
<p>Sustained and consistent regional engagement.</p>	<p>The NMC will:</p> <ul style="list-style-type: none"> <li>• Connect with regional steering committees and Chairs in each of the regions regularly.</li> <li>• Provide one in-person learning day per region (if permitted by local regulations).</li> </ul>	<p>Outreach, Voice</p>
<p>Continued growth of managers' involvement with NMC.</p>	<p>The NMC will:</p> <ul style="list-style-type: none"> <li>• Increase event registration, newsletter signups and followers on our GCTools and Social Media platforms.</li> <li>• Produce a three-day national virtual symposium for managers.</li> <li>• Renew its committee membership to represent diversified perspectives (departmental, regional, etc.).</li> <li>• Update branded materials and information for members.</li> </ul>	<p>Outreach, Renewal</p>

Outcome	Key activities	Alignment
<p>Engaged Governance Committees that provide effective guidance.</p>	<p>The NMC will:</p> <ul style="list-style-type: none"> <li>• Coordinate and support Governance Committees that provide actionable guidance and meet according to the Terms of Reference.</li> <li>• Launch an Executive Board that advises the Deputy Champion.</li> <li>• Engage the NMC Governance on key community issues.</li> </ul>	<p>Voice, Renewal</p>
<p>An effective and efficient NMC Secretariat.</p>	<p>The NMC Secretariat will:</p> <ul style="list-style-type: none"> <li>• Report on its activities and outcomes in the Annual Report to the Clerk.</li> <li>• Make continual improvements in planning and reporting, commensurate with growth in membership.</li> <li>• Continue to secure departmental contributions in support of its growth in operations.</li> <li>• Maintain strong relationships with the Canada School of Public Service (CSPS).</li> </ul>	<p>Renewal, Collaborate</p>





## Connect,

## Engage and Collaborate

Follow the NMC to stay informed about events, networking opportunities and to contribute to interdepartmental collaboration between managers at all level.



## Sign up for the NMC News

## Be involved with us

Let us know if you would like to join one of our steering committees!

## Email

@ [nmc-cng@csps-efpc.gc.ca](mailto:nmc-cng@csps-efpc.gc.ca)

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## Follow the NMC



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## Website



[www.managers-gestionnaires.gc.ca](http://www.managers-gestionnaires.gc.ca)