

NMC

Strategic &

Operational Plan

2021-22



National
Managers'
Community

Communauté
nationale des
gestionnaires

The National Managers' Community

The National Managers' Community (NMC) is a dynamic and growing network of Canadian federal managers and aspiring managers working together to help ensure a stronger and better public service.

For over twenty years the Community has worked in step with partners like the Canada School of Public Service, the Federal Regional Councils, the Federal Youth Network and various departments and agencies to effectively support managers. The goal has always been to enable managers to be more effective in meeting government priorities by addressing their unique and evolving needs.

By bringing managers together to both better understand challenges and opportunities and jointly develop solutions and initiatives, the NMC is building ways forward that are relevant in content and delivery.

For 2021-22, the NMC will :

- Address the **impacts of COVID-19** and **equip managers for the post-pandemic reality** with competencies for the future, as well as addressing the evolving future of work and the workplace;
- **Respond to the Clerk of the Privy Council's Call to Action** on Diversity, Equity and Inclusion and lend our voice to working groups and roundtables addressing these issues;
- **Address mental health and wellness** and continue supporting managers to **respond to the shifting organizational culture**;
- **Increase opportunities for networking** in a virtual environment and **fostering development opportunities and forums** for peer collaboration and engagement;
- Continue to **gather, analyze and share manager-specific data**; and
- Continue to **broaden our reach** and act as a **vehicle for two-way communication and collaboration**.



Mission and Structure

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 activities on hot topics affecting the evolving responsibilities of managers.

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

Proud of our vast NMC network



*Arun Thangaraj,
Deputy Minister Champion, NMC*

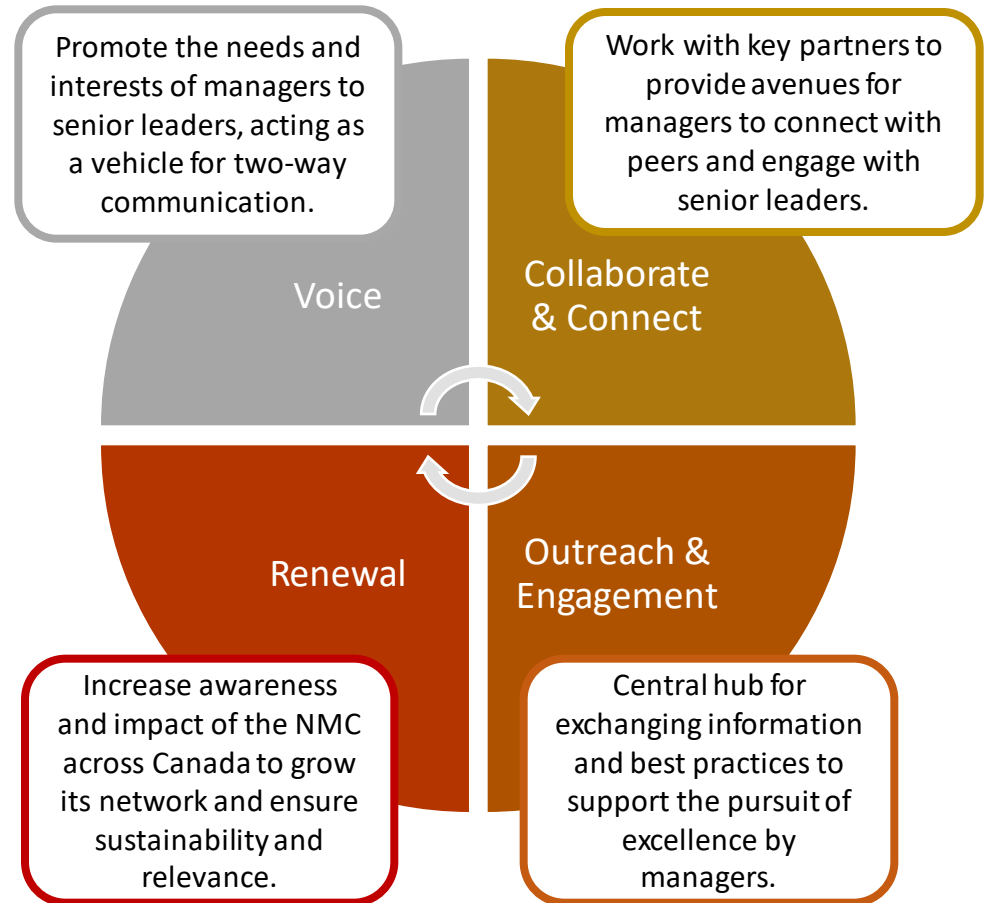
Led by our Deputy Minister Champion, departmental and regional champions, advisory boards, provincial steering committees and stakeholders/key partners, the NMC develops innovative ways to reach and support managers and aspiring managers across departments and regions.

NMC Mandate and Strategic Objectives

As we move forward, the NMC will hold fast to our **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.

Strategic Objectives In Action



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Event/ Initiative/ Activity	Strategic Objectives				NMC Lead	Timeline
	Voice	Collaborate and Connect	Outreach and Engagement	Renewal		
Update and Present Strategic & Operational Plan				X	Executive Director	Q1
Clicks and Tips Series for a conversation with managers on being equipped in a fast technology environment			X	X	Executive Director Communications Team	Q1
OPSA Series - Workplace Accommodation Consultation			X		Executive Director Designated Leads	Q1
Host learning event on mentoring, co-development and coaching		X	X		Designated Leads	Q1
Departmental Manager Environmental Scan Survey		X	X		NMC Secretariat	Q1
NMC Reporting Tool – update				X	NMC Secretariat	Q1
Stabilize funding for 2021 through 2023 by establishing funding contribution commitments agreements				X	DM Champion Executive Director	Q1
Partner with Coaching Summit		X			Designated Leads	Q1
Host events to share central agency information/best practices		X	X		Executive Director Designated Leads	Q1 and Ongoing
Analysis of PSES 2020 Survey	X				NMC Secretariat	Q1/Q2
Host mental health and wellness learning opportunities		X	X		Designated Leads	Q1/Q2
Develop interactive kiosk			X	X	Communications Team	Q1/Q2
Host a learning day related to the Call to Action		X	X		Executive Director Designated Leads	Q2
Host a learning day related to the Future of Work		X	X		Executive Director Designated Leads	Q2
Host virtual event on the Knowledge Circle for Indigenous Inclusion		X	X		Designated Leads	Q2
Share best practices and information on career management/talent management			X		NMC Secretariat	Q2/Q3



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Event/ Initiative/ Activity	Strategic Objectives				Lead	Timeline
	Voice	Collaborate and Connect	Outreach and Engagement	Renewal		
Host Northern-specific events		X	X	X	Designated Lead	Q3/Q4
NMC Annual Report to the Clerk and Stakeholders				X	Executive Director Designated Leads	Q4
Host 2 nd national learning day/event		X	X		Executive Director Designated Leads	Q4
Collaborate with the Federal Youth Network and SSC (GC Wellness in Motion during Healthy Workplace Month)		X			Designated Leads	Annual
PSC-NMC Sub-Committee	X				Designated Leads	Triannual
ADM Advisory Board	X				DM Champion Executive Director	Triannual
Managers Advisory Board (MAB)	X				Executive Director Designated Leads	Quarterly
Support Managers by Providing Information on Hiring and Onboarding of Students (CSPS, OCHRO & PSC)		X	X		NMC Secretariat	Ongoing
Canada School of Public Service – Partnership on future of work and digitization products		X			Executive Director Designated Leads	Ongoing
NMC presentations at departmental managers networks			X	X	Designated Leads	Ongoing
Participate in Central Agency committees and Functional and Horizontal Community meetings (OCHRO, PCO, OPSA, CCO, APEX, Mental Health Learning Advisory Committee, HRC, Beyond 2020, etc.)		X			Executive Director Designated Leads	Ongoing
Collaborate with Academic Institutions, field experts and other levels of government		X			Designated Leads	Ongoing
Communications Strategy/ Reinforce brand			X		Communication Team	Ongoing



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Event/ Initiative/ Activity	Strategic Objectives				Lead	Timeline
	Voice	Collaborate and Connect	Outreach and Engagement	Renewal		
Active presence on all platforms (Website, Gconnex/GCExchange, Twitter, Facebook, YouTube, LinkedIn and Mailchimp)			X		Communications Team	Ongoing
Continue OL Champion role and host 2 or more OL-related opportunities		X	X		Executive Director Designated Leads	Ongoing
Virtual Innovation Fairs with PS Renewal and Regional Federal Councils		X	X		NMC Secretariat	Ongoing
Liaise with senior leaders in the NCR/Regions	X				Executive Director Designated Leads	Ongoing
Regional consultations through the Regional Advisory Board (RAB) and Regional Steering Committees	X				Executive Director Designated Leads	Ongoing
Managers Connect – Virtual Talks		X			NMC Secretariat	Ongoing
Connect and collaborate with Regional Champions and Regional Federal Councils		X			Designated Leads	Ongoing
Collaborate with NMC DM Champion	X	X			Executive Director	Ongoing
OCHRO Technical Briefings (return to work, etc.)			X		NMC Secretariat	Ongoing
NMC OCHRO future of work consultations		X			Executive Director	Ongoing
Disseminate information related to COVID-19 on behalf of OCHRO			X		Communications Team Designated Leads	Ongoing
Tips for Managers on Working Virtually			X		Communications Team Designated Leads	Ongoing
National / Regional Communications – Newsletters			X		Communications Team Designated Leads	Ongoing
Host mentoring/co-development/coaching groups		X	X		Designated Leads	Ongoing



“The NMC has been and will continue to be a key partner in assisting the public service to realize the Clerk of the Privy Council’s vision of a more agile, equipped and inclusive public service and to address his call to action on anti-racism, equity, and inclusion in the Federal Public Service. Over the next year, we will work to prepare managers for a post-pandemic world and the evolving future of work and the workplace, while supporting them with regards the shifting culture.”

Arun Thangaraj, Deputy Minister Champion, NMC



www.managers-gestionnaires.gc.ca

