

LONDON BRANCH

THE LONDON

CONNECTION

President's Message



The beautiful fall colours have now turned into snow falling on the ground. My how time flies!! It has been an extremely busy fall season for the London Branch. Personally, it is such an honour to work with an amazing board of Directors. Each and every one of our Directors puts in a lot of volunteer hours to serve YOU--our members. I'd like to take this moment to personally thank each of our Directors for their continued commitment and time.

Membership Matters:

Nancy Lockman, National VP of Membership & Strategic Planning, and her team have been extremely busy. If you haven't noticed, please take the time to log onto the National CIM website and check out the many membership benefits CIM now offers you. GREAT JOB Nancy and team.

London Branch Convocation:

On September 11th, London Branch hosted the CIM graduation at the London Club, with 21 graduates. The Donald E. Morgan award was presented to Deborah Ward, Chief Officer of HR at StarTech.com. Jim Nother of Nother's Signs & Recognition was our guest speaker. He spoke to the graduating class and guests about his in-class program experience, the C.I.M. designation and how it has helped him in his many years of business. Jim shared stories with sincerity and humour which was well received by the audience. Jim was also awarded his 30 Year Pin by Christine Hulan. An array of appetizers and refreshments were offered. All graduates enjoyed their special night and stayed on after the formalities to mingle with fellow graduates and London Branch Executive.

P.Mgr. Symposium:

On November 7th, the London Branch hosted the 4th Annual P.Mgr. Symposium which was held at the Idlewyld Inn, London. The Idlewyld Inn is an amazing venue! Twenty-three people attended the daytime program and 20 people joined us for an elegant four course meal. Thank you so much to Sandy Alsop, our Administrator, who had every detail worked out including the chocolate letters spelling P. Mgr. at our dinner plates.

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FANSHAWE BURSARY

The Faculty of Business Awards was held at Fanshawe College on October 27, 2014.

CIM London Branch was proud to provide a \$500.00 bursary to a chosen recipient in the Business Leadership Program at Fanshawe College. This year, Bethany Coulter was awarded the CIM bursary and a one year membership.

Congratulations Bethany!



Rick Rumney and Christine Hulan with bursary winner Bethany Coulter.

*Merry Christmas &
Happy New Year*

from your
CIM Executive

Mentoring Program:

Rhonna DaCosta-Gomez and her team (Rick Rumney, Christine Hulan and John Fyfe-Millar) launched the Mentor/Mentee Program. This program has been professionally designed to allow CIM members who have in excess of 10 years experience with CIM or have qualified for the P.Mgr. Designation to Mentor a Mentee. I truly don't want to take away any of Rhonna's thunder as she too will be addressing this new initiative in this newsletter. Rhonna's dedication and hard work shined as she unveiled the program to those in attendance. Basically this program allows you the opportunity to assist a mentee to develop and learn from your life and business experiences. We will be sharing this program with Western University and Fanshawe College in the hopes to increase awareness of the program and to help promote it. We at the London Branch, are very committed to the launch of this program and encourage you to become involved. For more information on this please contact Sandy Alsop at cimlonbr@sympatico.ca.

“Lunch and Learn” Workshop:

On November 21st we hosted our quarterly “Lunch and Learn” at Western Continuing Studies. Shauna Rae presented the basics of Social Media 101. Lori Shepherd, Director of Program organized the lunch portion and ensured that the meeting ran smoothly.

So, like I said, it's been a busy fall for us here at the London Branch. With the launch of the Mentorship/Mentee Program there is no better time to get involved with your membership. If you would like to receive more information about joining the London Branch Board of Directors or to find out more information the Mentorship/Mentee Program contact Sandy Alsop at cimlonbr@sympatico.ca.

Christmas will soon be here. It is my sincerest wish for each and every one of our members to have a memorable Christmas Season with your families.

Merry Christmas everyone!

Paula D'Orazio, C.I.M., P., Mgr., P.CRM
London Branch President

**Stay Connected**

Facebook: www.facebook.com/CanadianInstituteofManagement

Management Matters: Archive <http://www.multibriefs.com/briefs.cim/>

LinkedIn: Company Profile <http://linkd.in/17sSLHJ>

Twitter: <https://twitter.com/CIM National>

Events: <http://cim.ca/events>

**LUNCH & LEARN****NOVEMBER 21st WORKSHOP**

Shauna Rae, Communications and Community Engagement Coordinator with the Southwest Economic Alliance Intelligent Region Project, was our guest speaker.

In an age where digital media is being touted the ‘new economy’, can your company really afford to be left behind? Does your company really NEED social media?

Having an online presence is not just necessary – it's crucial to success and it's not just about posting, it's about DIGITAL STORYTELLING.

Ask yourself if YOU would take a few seconds to read what's on your company website. If the answer is “No”, you've got work to do. The average person has an online attention span of 0.07 seconds. A goldfish has an attention span of 0.08 seconds. You need to make a splash!

For more information, Shauna can be reached at shauna_rae67@yahoo.ca or at 519-852-1440.

UPCOMING WORKSHOPS**Friday, March 6, 2015**

OADA – The Accessibility for Ontarians with Disabilities Act

Friday, May 8, 2015

Workplace Literacy

Friday, September 11, 2015

Workplace Wellness

Friday, November 6, 2015

Temporary & Contract Workers

The workshops are held at Western Citi Plaza Campus, Room 124 from 12:00-2:30 pm. Free to CIM members. Guests are welcome for \$10.00 each. Complimentary lunch/beverages are provided.

Convocation 2014

GRADUATING CLASS OF 2014

Alberto Alvarez
Lisa Aveiro
Kathleen Beharrell
Billie-Joe Blakley
Amanda D'Orazio
Lynda Davis
Joanne Gribbon
Deanna Grogan
Christine Koustrup
Alicia Kowalski
Craig Lincoln

Jan Millette
Kim Norton
Melissa Pickering
Carey Roemmele
Kelly Seguin
Matt Skirten
Cheryl Sobanski
Jeff Stanton
Yuji Tanaka
Cathryn Turcott



Sandy Alsop and Paula D'Orazio



Don Morgan and Christine Hulan



*Deborah Ward, Chief HR Officer for StarTech.com
accepting the Donald E. Morgan award*



*Christine Hulan presenting Jim Nother
with his 30 year pin*



*Graduate Amanda D'Orazio and her boss Tracy Gervais
from FPH Group Inc.*



HAVE YOU MOVED RECENTLY?

Please contact Sandy at
519-681-4168 or by email:
cimlonbr@sympatico.ca with your
updated information.

MANAGEMENT MENTORING MATTERS

CIM London Branch Mentoring Program Committee member Rhonna Da Costa Gomez, CPA, CGA, P.Mgr.

The launch of the program to Professional Managers, other CIM Branches and Continuing Studies representatives was a resounding success! On November 7, 2014 at the Professional Manager's Symposium, the presentation of the program to potential mentors resulted in a great deal of interest and very positive feedback from all attendees. It was agreed that the benefits for both mentors and mentees will be invaluable and increase the profile of CIM in general. As Paula mentioned in her President's Message, we have announced the revised criteria for Mentors. If you are a student in an accredited CIM course, are a recent graduate of the CIM program, or pursuing your P.Mgr. designation, the CIM London Branch Mentoring Program Committee can match you to a mentor to provide support and guidance. Any CIM member, be it someone changing positions in a company, embarking on a career change, wish to change industries, change location, job or are new to an area, can sign-up to be matched to a mentor too! Our professional package will be e-mailed to candidates on completion of the sign-up process by contacting the London Branch at cimlonbr@sympatico.ca.

Our mentoring package includes all the forms and information required: Code of Conduct, step-by-step process to guide both the mentor and mentee through the relationship, specific tasks and benchmarks to ensure success and a large amount of resource materials. There are three levels in the program:

- 1) **Bronze** - only requires 3 hours over a three month period
- 2) **Silver** - can be completed over the phone or by e-mail which is a year-long
- 3) **Gold** - includes face-to-face meetings, and some coaching aspects

We have the right program fit for you! From assistance with resume and letter writing, educational choices, communications, networking and coaching, the program is designed with flexibility to suit the mentee's needs. We are excited that both Western and Fanshawe College are interested in CIM presentations to introduce this program (as well as other CIM membership benefits) that are currently being planned for January 2015.

Though the program will be run from the London Branch, other CIM branches across the country are interested in signing up too. This will be a great benefit as the pool of mentors and mentees will be broad and varied facilitating the best match of mentor to mentee. Our committee will meet regularly to match mentors with mentee candidates, monitor progress and be available for support throughout the entire relationship.

If you are interested in being a mentor or being mentored, contact us today to sign-up!

MENTOR OR MENTEE?

CIM London Branch now has the program to assist new graduates/students with a Mentor. If you are interested in becoming a Mentor OR you see the benefits of being a Mentee, please call or email CIM London Branch.

Office: 519-681-4168
Email: cimlonbr@sympatico.ca



2014 PROFESSIONAL MANAGER SYMPOSIUM ~ PRESENTATION A HIT WITH ATTENDEES



Blair's back! The big question on my mind, "is Blair new?" After being off the circuit for more than five years, would he deliver in the same way, with the same strength?

I'm here to tell you, the man has changed, and like a good wine, the hiatus has done amazing things. Blair Henry's new presentation is delivered with such passion, and excitement, it is hard to imagine the man from previous years. Blair's new platform speaks to a plethora of fresh experiences, and how those have shaped his life today, and into the future. The delivery was exceptional, and spoke to a globalization where basic fundamentals are consistent, regardless of where you wake up.

This year's symposium, held at the Idelwyld Inn and Spa focused on one major theme – the benefits of mentorship. A new and exciting program was delivered in the morning from board members Rhonna DeCosta Gomez and Rick Rumney. Based on experiences through existing mentoring programs, both Rhonna and Rick worked on a program that would captivate the existing CIM membership. Rhonna and Rick put on an outstanding presentation, and a program that I would highly suggest that members take advantage of.

Following the noon break, Blair started his three-hour presentation with some of his past experience, and how, regardless of circumstance, mentorship could be tied to any situation, any opportunity. Upon selling his company, along with most everything else, Blair and his family made a conscious decision to relocate to Africa. They spent extensive time in Botswana, where he committed to working on HIV/AIDS with communities and government. Working with the residents, he found that the mentoring process was not only encouraged, but also in most cases,

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Rhonna DaCosta-Gomez launching the Mentoring Program



Paula D'Orazio (London Br. President) and husband Dr. Louie D'Orazio



Heather Moffatt (London Br. Treasurer) and Lori Shepherd (London Br. Program Director)



Rhonna DaCosta-Gomez, John Fyfe-Millar, Christine Wilton, Steve Lupko (Winnipeg Br.) enjoying the fabulous dinner at the Idlewyld Inn.

required. The ability to embrace heritage, opportunity and growth came from a committed mentoring of young people to leadership rolls. What was more interesting, mentorship was not forced or mandatory. There was such a strong value placed on the process, most individuals ensured they became a part of the experience.

Following his time in Africa, Blair and his family moved to Nepal, again to add more real life experiences. Kathmandu was much different than the villages of Africa. Blackouts existed 18 hours per day, and it took a great deal of work to adjust to the new lifestyle. Here, Blair not only worked with community leaders, but he recognized the importance of mentoring and what it would do for his family. Blair worked with a mentor, to adjust and acclimatize his family to their new surroundings, their new home.

Experiences aside, Blair's choice to come back to Canada was driven by his son's request to go to high school here in London. Blair has committed his next four years to North America; so don't put off seeing him speak. His path is laid out, and the day after his son graduates, they are back on a plane, heading to Africa. His current commitment is to Regional HIV/AIDS Connection in London, and his formal speaking engagements. Blair is relevant, worldly and engaging for all attendees; but the clock is ticking.

The very special and unexpected surprise of the night was when the Conductor of Orchestra London, Lucas Waldin, was returning to his room at the inn, when he asked he if could "jam" with our pianist, Andrew Orr, for a few songs. Truly amazing to see two professionals in "sync" in about 30 seconds.

MANAGEMENT DIRECT IS BETTER THAN EVER

Management Direct is a CIM membership benefit that all members have access to. This extensive online knowledge resource is packed with management best practice content. The new design is clearer and simpler with improved search and navigation to ensure members can get the information they need.

- Dealing with absenteeism issues?
- Need to better manage your time?
- Want a template for a strategic plan or a checklist to manage your project?

We now have new structured learning journeys – you can create customized learning journeys specifically designed for management support.

Expanded e-learning content – 120 modules and 15 interactive scenarios which make for an incredibly valuable new asset for our members.

Clearer graphics and quicker navigation.

See what Management Direct is all about:

<http://youtube/0M8rKPKOhH0>