

HUMAN RESOURCES PLUS



BACKGROUND *and* PROGRAM DETAILS

Attracting and retaining qualified employees has become one of the greatest challenges facing the nonprofit sector today. Improved human resource management is fundamental to developing the capacity of nonprofit sector organizations to sustain the people, strategies and infrastructure needed to successfully deliver high quality programs and services.

Over the past two years funding and grant making agencies in Calgary have engaged organizations across the sector to better understand the needs facing nonprofit organizations and to develop appropriate supports. One response to these complex and evolving issues is the creation of the HR Plus program: a collaborative human resource initiative that will work towards the goal of a vibrant and sustainable nonprofit sector in Calgary.

Addressing the human resource issues in the nonprofit sector requires collaborative effort from all partners – sector organizations, governments, funders and capacity builders. HR Plus is jointly sponsored by The Calgary Foundation, The City of Calgary FCSS, United Way of Calgary and the Government of Alberta in partnership with The Calgary HR Initiative of the Calgary Chamber of Voluntary Organizations. Through this program, funders and capacity building organizations will work with sector organizations to foster effective solutions.

Human Resources are specialized skills which require theoretical and practical training for success. An integrative program, the Human Resources PLUS (HR+) Program combines elements of coaching, consulting, training workshops, and peer networking and learning opportunities to promote the organizational growth and capacity of selected charitable organizations over a 12-month period.

Human Resources PLUS

Participating in an established curriculum of training, individual charitable organizations will also work with a Human Resources Consultant, who will support and guide a consulting project targeted at enhancing the agencies' strategic and/or operational Human Resources practices. Additionally, participants may access a Certified Executive Coach, as a leadership development option.

At the completion of the program each of the organizations are expected to have: a survey of their strategic and operational HR capacity; an implemented HR consulting project; an understanding of strategic Human Resources; an opportunity to develop a peer network; and enhanced Human Resource leadership. Participants will have the necessary HR resources in place for them to be able to reach their larger organizational goals.

Program Outcomes

Specifically, the HR PLUS Program helps to drive the sustainability of non-profit organizations in the following ways:

1. Increased awareness and understanding of human resource practices within the workplace
2. More effective organizational design enhancing resource use and service delivery
3. Improved program and service delivery
4. Improved performance management systems leading to greater leadership development within the sector
5. Increased organizational sustainability through improved capacity to attract and retain qualified personnel

For further information about HR Plus or to register in the program, please visit our website at www.thecentrepoint.ca or contact:

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