

Resume
Donald P. Bilodeau
Donald.Bilodeau@ec.gc.ca

Objectives

To promote the benefits of sound planning is a role that has become a driving mission for me. My career objective has been to lead in positions that encompass a strategic outlook in order to effectively align business objectives with human and financial resources through the identification of the strategic term needs of the organizations that I serve.

Work Experience

Special Assignment - September to December 2008
Leader - Practitioners' Working Group
Privy Council of Canada
Office of the Deputy Secretary to the Cabinet
Public Service Renewal

In the Fall of 2008 with the support of my Deputy and ADM, I took time away from Environment Canada as I was invited to build and lead a small team of strategic corporate and human resources planning professionals tasked to review the Integrated Business and Human Resources Plans of 36 federal organizations. The project was under very tight deadlines and close monitoring by the Deputy Clerk at PCO. The tasks involved reviewing planning materials, researching best practices and interviewing planners and senior staff as well as collaboration with central agencies. The focus of my leadership of the team was to encourage innovation to reveal and identify workable integrated planning approaches and recommendations for use by federal public service in support of public service renewal. Senior private and public sector leaders were heavily engaged in the process and in the final output of a report from an expert panel to the Clerk of the Privy Council. The project delivered on time and within scope and met the approval of the Panel Chair and the Deputy Secretary and ultimately the Clerk. During this review several thousand pages of plans were reviewed, several hundred hours of interviews were conducted in a span of only a few critical weeks.

May 2008 to present
DG, Strategic HR Planning, Performance Measurement, Monitoring, Reporting and Systems
Environment Canada (EX 2)

The primary focus of this position has been to lead the installation and transition of the department from a legacy HR system to PeopleSoft 8.9. In addition to Systems development I have responsibility for the Performance Measurement, Monitoring and Reporting for Human Resources Branch which requires that I respond to data queries, meet audit requirements and oversee the development of a number of reports (RPP, DPR and MAF). Finally, a critical component of my work supports integrated business and HR planning and to lead and influence change as Environment Canada works to increase its capacity for Integrated Planning. My skills of fostering strong working relations are serving me well as this position has a number of complex

system, process, and change management elements that require considerable attention. I am supported by strong economists, business analysts and human resources professionals who are well experienced in their fields which allow me to devote my attention to more critical and sensitive matters in support of the larger strategic vision for the organization and department.

October 2005 to May 2008
Director, Human Resources Corporate Programs
Environment Canada (EX 1)

In 2005, Environment Canada (EC) undertook to transition to results-based organization. These changes involved the alignment of the vertical structure into a results-based horizontal structure. The impact of these changes on Human Resource Branch meant that new processes would be required and a rethinking of how managers plan for, and manage their workforce and workplace.

In support of these needs, I lead a team responsible for establishing solid working relationships between HR and corporate planners in order to develop an integrated planning process. I also lead the development a Learning framework for EC in 2007 to respond to longer term departmental goals supported by a new learning policy. I also began the alignment the Performance Management policy to the EC Competency-based management tools and strategy which I had developed. In the Fall of 2007, I was assigned to manage both the Employment Equity and Official Languages programs for the department.

January 2001 to October 2005
Director, Human Resources Planning, Official Languages & Systems (PE 06)

Planned, managed and lead human and financial resources, developed business plans and financial plans and dispense with resources in support of significant HR programs and services. Areas of corporate service delivery, program development and promotion include: integrated business planning and HR accountability frameworks, strategic input to department plans and priorities, ongoing development and analysis of performance indicators and monitoring tools, HR Planning and analysis; HR program development; HR Management System - PeopleSoft technical user support and reporting; Official Languages Program; Employment Equity Program; and, the Departmental Pride and Recognition program.

1998 to 2001
Manager HR Planning and Employment Equity (PE 05)

Developed a process and re-introduced HR Planning into the department and responded to the Canadian Human Rights Commission (CHRC) during an Employment Equity Compliance Review. Concurrently, I initiated HR Planning as a key indicator for forecasting the short, medium and long term needs of the department. I also aligned the cyclical planning time lines in order to integrate strategic planning functions.

1994 to 1998
HR Services Consultant (various PE 1 to PE 04)
National Defence

During this period I gained considerable exposure and experience with Planning, Human Right Commission complaints process and outreach program development. During my last years at Defence I was appointed to a special unit responsible for: managing the re-organization of operational human resources services; reviewing of all functional human resource processes; introducing a new human resources management system (PeopleSoft); the consolidation of budgets; the negotiation resource transfers; and, establishing work and financial plans for the operational human resource function in response to program review and overall federal reduction programs.

Personal Profile

Band member - Pikwakanagan (Algonquin of Golden Lake)

Education: B Soc. Sci. Sociology - University of Ottawa 1994

Linguistic Profile: Bilingual CBC

Security: Secret clearance – validated fall 2008 (PCO)

Competency Profile

Leadership, Team Work, Communications, Strategic Agility, Strategic Thinking, Oral communication, Innovation, Client focus.

Mentorship – I currently mentor ten employees across government

Memberships and Volunteering

- Ten years a Chair/Co Chair Human Resources Planning Interdepartmental Network (HRPIN)
- Interdepartmental HR Capacity Building Working Group.
- Guest speaker on Integrated Planning – Canada School Public Service, Conferences and for other government departments and agencies
- Central Agency working groups, committees and boards

References -upon request