

EHL Edmonton



INSIDE THIS ISSUE

COLUMNS

- 1 Upcoming Event
- 2 Healthy You
- 3 Financial Planning
- 4 Call for Executive
- 5 A Day in the Life Of...
- 5 Guest Columnist
- 5 Community Events
- 6 EHL Canada Update
- 6 What has EHL been up to?
- 6 Career Corner
- 6 Book Club
- 7 EHL Edmonton Calendar
- 7 Welcome New Members
- 7 Vision, Mission & Mandate

Upcoming Event

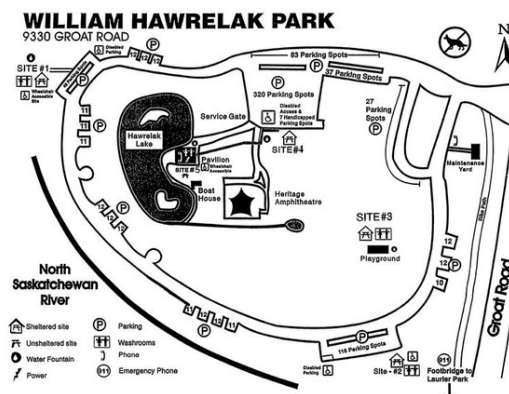
EHL Edmonton has had an amazing year and we would like to celebrate with you! Come and join us for our last EHL event before the start of the summer. This is an opportunity to kick off the summer while meeting and networking with fellow EHL members. We will be celebrating rain or shine. There will be games and prizes. Details are as follows:

Date: Friday, July 22, 2010
Where: William Hawrelak Park, Site TBD
Time: Starting at 5:00pm
Cost: FREE! Food and drinks will be provided
Who: All EHL members, family and friends

Watch your email for RSVP information.

We will need to know how many people you will be bringing and if vegetarian options are needed.

BYOB and please bring outdoor games you may own!



Healthy You – “Get Connected”

Did you know, 20% of Canadians experience a mood disorder or anxiety in any given year? This year, May 1-7, 2011 was Mental Health Awareness Week. According to the World Health Organization, depression will be second only to heart disease and the leading global cause of disability and mortality by 2020. Mental health claims are the fastest growing category of disability in the workplace. Depression, anxiety and burnout are the three most common sources of mental distress leading to disability claims. Mental health problems account for about half of employee absences due to illness each year in Canada. That is 35 million days lost annually. A staggering \$33 billion is lost in productivity each year due to mental illness in Canada.

Top 10 characteristics of a mental healthy workplace:

1. Departmental and team culture are characterized by trust, honesty and fairness
2. There is effective leadership that helps employees know what they need to do, how their work contributes to the organization and whether there are impending changes
3. Employees are respectful and considerate in their interactions with one another, as well as with clients, and the public
4. There is a good fit between employee's interpersonal and emotional competencies, their job skills and the position they hold
5. Employees receive encouragement and support in the development of their interpersonal and job skills
6. There is appropriate acknowledgement and appreciation of employees' efforts in a fair and timely manner
7. Employees are included in discussions about how their work is done and how important decisions are made
8. Tasks and responsibilities can be accomplished successfully within the time available
9. Employees enjoy and feel connected to their work and where they feel motivated to do their job well
10. There is recognition of the need for balance between the demands of work, family and personal life

For more characteristics and tips on integration into the workplace, please see the link below.

from [Alberta Health Services](#) May 6, 2011





Financial Planning

Kim MacDonald
Investment Advisor

Should readers have a specific area related to investments that they would like Kim MacDonald to write about, we encourage requests. Please email Chelsea at ehledmonton@gmail.com.

RRSPs and RRIFs - Did You Know...?

You don't have to deduct your RRSP contribution in the year it is made.

The maximum RRSP contribution limit is \$22,450 for 2011

You can make a one-time \$2,000 over-contribution to your RRSP without penalty.

You can contribute to an RRSP for your spouse or common-law partner, based on your contribution room, and deduct it on your tax return.

You have 60 days into 2012 to make your 2011 contribution.

You can set up an automatic contribution plan for your RRSP.

You can contribute qualified investments you already own directly to your self-directed RRSP.

Provided you have unused RRSP room and are not over age 71, you can continue to make an RRSP contribution for yourself – even if you are retired. If you are over 71, but your spouse or common-law partner is not, you can make a contribution to a spousal RRSP.

If you are under age 71 and don't need the income, you can convert your RRIF back into an RRSP (LIFs and LRIFs can also be converted back to a LIRA or locked-in RRSP, as long as you are still under 71).

If you are 65 or older, a RRIF payment qualifies for the Pension Tax Credit of up to \$2,000.

The RRIF withdrawal can be minimized if you have a younger spouse (or common-law partner).

Your RRSP deduction limit can be found on the RRSP Deduction Limit Statement which appears on your latest Notice of Assessment or Notice of Reassessment or on a T1028.

On your 2011 income tax return, you can deduct contributions you made to your RRSPs between January 1, 1991, and March 1, 2011. You can deduct these contributions if you did not deduct them for any other year and if they are not more than your RRSP deduction limit for 2011.

Kim Macdonald is an Investment Advisor with BMO Nesbitt Burns in Edmonton to learn more visit www.kimamacdonald.com
Opinions are those of the author and may not reflect those of BMO Nesbitt Burns. The information and opinions contained herein have been compiled from sources believed reliable but no representation or warranty, express or implied, is made as to their accuracy or completeness. BMO Nesbitt Burns Inc. is an indirect wholly-owned subsidiary of Bank of Montreal. Member-Canadian Investor Protection Fund. If you are already a client of BMO Nesbitt Burns, please contact your Investment Advisor for more information.

Reminder - EHL Edmonton Is Growing!

Hello, EHL Edmonton members!

Thank you so much for your participation in our EHL Edmonton network over the past two and a half years. To date, EHL Edmonton has over 160 members and still continues to grow every month. Our ever expanding network and membership has outgrown our executive. We are looking to fill more roles for the EHL Edmonton Executive Committee. These positions will be of great value for helping to expand our network and will be filled on a voluntary basis. It looks great on your resume to volunteer, especially in a health related organization. Being a member of EHL also provides additional opportunities to network and connect with senior leaders in the field. These positions include:

Social Network Coordinator – this executive member will coordinate the organization's usage of social networking sites such as Facebook and LinkedIn. This position will work with all other executive members to increase awareness about news and events relating to EHL Edmonton, attract new participants and volunteers, and to gather valuable feedback from our visitors, constituents and others.

Event Coordinators (2) - This executive member will plan and coordinate EHL events in collaboration with other executive members. This person will be tasked with securing venues, receiving members' RSVPs, and communicating with guests. In collaboration with the co-chairs and the other executive members, the Event Coordinator will develop the schedule of events for EHL Edmonton and will participate in the selection of guests.

Membership Coordinator - This executive member will manage the membership list, will lead recruitment efforts, and set up an alumni list. The membership coordinator will play a key role in transitioning to the online membership system and will also manage membership attrition.

Members of the executive are expected to attend regular monthly meetings and EHL events (5 –8 per year), as well as to maintain regular communication with other members of the executive through different media, including email. Monthly time commitment will vary depending upon dates of EHL meetings and events but should not exceed 3-5 hours per week. Please note that this work will involve some evenings and weekends.

Please submit your letter of interest and current resume for any of the Executive Positions in writing to ehledmonton@gmail.com by May 15, 2010.

A Day in the Life of EHL Member Roshanne Sarty



Roshanne Sarty is a Human Resources Professional who is currently working as a Senior Management Consultant with Sierra Systems. She has a Bachelor of Management degree from the University of Lethbridge, and a Master of Business Administration (MBA) Degree from the University of Alberta. In addition to being an EHL member, Roshanne is also an

associate member of the Human Resources Institute of Alberta (HRIA) and received her Certified Human Resources Professional (CHRP) designation in 2004. During her time as an HR practitioner, Roshanne was exposed to virtually every aspect of human resources, with specific experience in recruitment and selection, employment standards legislation, compensation, performance management, and the interpretation of corporate policies and procedures. As a management consultant, Roshanne has had the opportunity to work on a variety of complex and challenging projects in the public sector including projects for Alberta Energy, Alberta Municipal Affairs, and Alberta Education and Technology.

As you can tell, Roshanne is not your typical EHL member. She does not have a healthcare background and does not work directly in the field of healthcare either. So why is Roshanne an EHL member?

Roshanne was introduced to the EHL organization through a colleague at Sierra Systems who has a Masters of Public Health Administration and is an EHL member herself. As Sierra often works on health-related projects, Roshanne had the opportunity to work on a membership development program project with the Canadian Obesity Network. Roshanne was interested in being more involved in the healthcare sector for her future development and thought that joining EHL would be a great place to start. Despite her limited healthcare experience, EHL warmly welcomed Roshanne as a new member.

Roshanne's first EHL event was the facilitation workshop that was held in February 2011. The workshop was a great experience and Roshanne was able to meet and connect with many EHL members. Her experience at the facilitation event was so positive that Roshanne was eager to give back to EHL. Luckily, the EHL Interview Event this past April provided Roshanne the perfect opportunity to share her HR experience and knowledge. Roshanne presented information about the interview process to fellow EHL members including how to prepare for an interview, what to do during an interview, and post-interview follow-up. Roshanne's experience with EHL has been nothing but positive and she is looking forward to attending future events and functions.

Community Events

May 14 - [Edmonton Biodiversity Week Kickoff Event](#)

May 14 & 15 - [Annual Bedding Plant Sale at Muttart Greenhouses](#)

May 15 - [Beauty and the Pleats](#)

June 10 - [Pecha Kucha Night 10](#)

Guest Columnist

Do you have knowledge, information, or expertise that you would like to share with others? We are looking for guest columnists to showcase in future editions of our newsletter. If you have an idea or would like to contribute as a guest columnist please let Chelsea know by e-mailing ehledmonton@gmail.com with your idea and you could be featured in the next edition of our Newsletter.

EHL Canada Update

- * Remember to request membership to the new [EHL Edmonton Facebook page](#)
- * EHL may be setting up nodes in Saskatchewan, Calgary & Halifax. Watch the [website](#) for more information.
- * Emily and Adrienne, the National EHL co-chairs have co-authored an article called "[Engaging the next generation of health leaders: Perspectives of emerging health leaders](#)"
- * Interested in executive coaching? Check out the [EHL Vancouver May Newsletter](#) for more information on this opportunity.

What Has EHL Edmonton Been Up To?

Improving Your Interview

On April 26, 2011, EHL Edmonton was joined by senior leaders Sheli Murphy (Covenant Health), Karen Macmillan (Covenant Health), Karen Galenzoski (Covenant Health), Don Juzwishin (AHS), and Stacy Greening (AHS) for an informative and practical evening on applying for jobs and the interview process. Jayne Degenhardt (Covenant Health) and Roshanne Sarty (Sierra Systems) provided great information on how to get your resume noticed and tips for interviews.



Thank you again to everyone who offered their time and expertise!

Career Corner

JOBS OF THE MONTH:

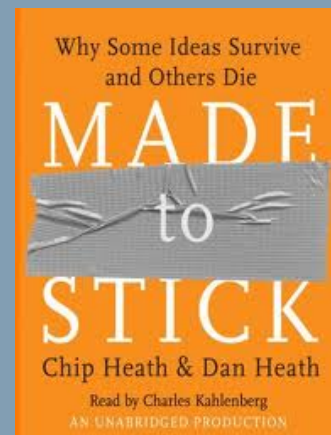
[Alberta Improvement Way Advisor - AHS](#)

[Project Manager - University of Alberta - Faculty of Medicine & Dentistry](#)



BOOK CLUB

Made To Stick
by Chip Heath & Dan Heath



Why do some ideas thrive while others die? And how do we improve the chances of worthy ideas? In *Made to Stick*, accomplished educators and idea collectors Chip and Dan Heath tackle head-on these vexing questions. Inside, the brothers Heath reveal the anatomy of ideas that stick and explain ways to make ideas stickier, such as applying the "human scale principle," using the "Velcro Theory of Memory," and creating "curiosity gaps."

In this indispensable guide, we discover that sticky messages of all kinds—from the infamous "kidney theft ring" hoax to a coach's lessons on sportsmanship to a vision for a new product at Sony—draw their power from the same six traits.



CALENDAR OF UPCOMING EVENTS:

JULY

Informal Event

Welcome New Members!

We would like to welcome **Pamela Christianson, Amberley Hubbard, Eliza Lo, Gavin Lam, Steve Kovacic** and **Jeannette Lawrence** to EHL Edmonton!

Want to become an EHL member? Good news...it's **FREE** to join! Just visit our website at www.emerginghealthleaders.ca, click on "Membership", fill out and email the membership profile form to ehledmonton@gmail.com.

EHL Vision, Mission & Mandate

Vision

To develop emerging health system leaders across Canada.

Mission

To provide opportunities to support the development of emerging health leaders through the creation of knowledge exchange net-works, educational events, mentoring relationships, and informed health care and related discussions.

Mandate

Through networking and educational events, Emerging Health Leaders provides a forum for open, collaborative and constructive dialogue on timely national health issues. EHL targets new health leaders from a cross section of health employers in the public, private and not-for-profit sector.



Emerging Health Leaders, Edmonton

Co- Chairs: Catriona Gano & Stacy Greening

Communication Coordinator: Chelsea Rogerson

Membership Coordinator: Chris Carvalho

E-mail: ehledmonton@gmail.com