


# The Think Tank

By BlacktalonSolutions

The only source dedicated to changing the face of HR

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## HRPA INCREASES QUALITY, RAISES BAR

 Toronto, ON – As of 2010, individuals who want to become a certified human resources professional, or CHRP, will have to show they are capable with a new experience requirement from the HRPA of Ontario.

In response to membership feedback, the call for the once-popular experience requirement in achieving one's CHRP designation has fallen on eager ears. Effective immediately, individuals who have completed the National Knowledge Exam (NKE) after 2003 can have their experience assessed by the new HRPA Certification Committee.

The present structure, implemented in 2003, requires would-be HR professionals to take a two-step system involving rigorous studying and academic dedication. The first exam, the NKE, puts neophyte HR professionals to the test with a challenging written exam that gauges their theoretical knowledge. Successful individuals who pass this leg of the exam become CHRP-Candidates, though not quite fully CHRP-certified.

The second exam, the one to be phased out in favour of the new experience requirement, has individuals applying their practical knowledge of scenarios which could happen or could have happened in an HR-based role. Though not nearly as excruciating as the written exam, it appears more of a common-sense endeavour more than a skill-testing medium to filter out the bad from the good.

So what does this mean?

HR as a field has become a little diluted with people entering into the marketplace getting their CHRPs the moment they graduate. The amount of people with the qualifications but without the experience has reduced the exquisiteness of the

field. It would seem as though this new initiative is aimed at raising the standards of quality, making it more difficult for anyone to enter.

The only sure thing is that those who have already acquired their CHRP designation do not need to re-qualify themselves for their existing credentials.

At face value, it would seem as though this entire ordeal is a last-ditch effort by the HRPA to improve things for its pool of uncertain membership. Yet when one looks



*Soon HR professions will need three years experience in order to become certified.*

deeper it's clearly an honest effort to rekindle that special aura the field one had prior to this rigorous agenda some years back. And it's one that's actually got a good amount of applicable reasoning behind it.

Some would-be HR students claim the field isn't as great as it once was. At one point it was all the rage, and then the excitement died down after the harsh reality of having expendability only a close second to front-line employees.

So this new qualification requirement is turning out to be a decent filter.

The experience portion requires approximately three solid years in the coordinating, planning, and administration of various HR initiatives across several functions within the human resources field.

With the HRPA responding so quickly to members' qualms about the exclusiveness of the field and the amount of sub-par talent entering into it makes one wonder if this is the beginning of the biggest remodelling of a fractured and bruised field.

It would appear to be so. One thing it ought to do is remove the rushed studying just to get good marks and ignore the more practical side of the field, which is more in line with other professional associations, such as the Certified General Accountants.

For business, it means that in addition to getting a qualified individual with appropriate credentials, you're getting the experience along with it. How long the honeymoon will last is anyone's guess. But from what  
-BT Newswire

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## PUTTING “VIEW” INTO INTERVIEW

If you’ve ever been through an interview where the candidate looks superb on paper, yet their performance leaves a lot to be desired after the fact, then you’re officially an HR professional.

Slightly.

The interview is one of the most convoluted yet essential functions of any organization. It’s the most misunderstood and improperly practiced.

An interview is supposed to provide you with insight into any new person’s capabilities, skills and experiences, ultimately dictating

whether they are a good fit or not.

However, the interview’s practical application has shown that it is indeed creating risk than reducing it.

The thing with interviews is that they’re easily fabricated. Applicants have become so used to the types of questions asked that they pre-program their responses hours before the actual interview.

So you’re essentially being told what you want to hear.

This increases the costs of the hire, especially if they turn out to be

Not as stellar as originally claimed.

How can this be relieved? Get involved! Candidates show their true colours once they are on the job. Put them on the spot with the Interactive Interview!

The Interactive Interview sets up the environment so that candidates are exposed to a real working scenario, only colleagues ask questions. It’s an ideal way to see if they truly are what they say they are.

To learn more about the Interactive Interview, visit <http://www.blacktalonsolutions.com/Augmenter/recruit.htm>.

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## TURN TRAINING INTO ENTERTRAINING

Nobody likes hearing the word training, especially if your name is included in the same sentence.

Training is a feature that makes a lot of people cringe. The thought of having to learn something brand new or upgrade one’s skillset as a requirement for their job are not easily accepted by individuals of various stripes.

And rightfully so. If a person’s job security is contingent based on receiving new training, the allotted amount of stress to that training may prevent absolute concentration and learning from occurring.

Or take the person who has trouble understanding new and complicated concepts.

The ability of the trainer to initiate safe and effective learning often is the cause of such misadventures.

But training doesn’t need to be stressful or boring. If designed properly, it can serve as an excellent tool for improving not only performance and learning retention but confidence.

Letting trainees contribute to the course materials is an excellent first step in breaking those pre-established barriers.

Greater interaction and teaching methods that permit trainees to contribute without fear of reprimand allow for a more receptive and participative audience.

The reasoning behind this is based on the research conducted by Blacktalon that suggests every one in three trainees are keener to learn when having the chance to participate and contribute.

The next time you opt to have a training course, put forward the suggestion of having trainees contribute to the design of the course. You’ll be happy that you did.

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## USING FEAR AS A MOTIVATOR

Fear is often touted as a great barrier to progress. But what if someone were to say it’s an excellent motivator if used properly?

Fear itself acts as a challenge, a barrier that prevents us from moving on to the next level of personal, professional, or academic growth.

Fear wins out when it constantly holds us back from achieving an intended goal. For example, the salesman who has poor sales figures because of his innate fear of convincing people or changing

their opinions. The salesman knows of his fear, but doesn’t have the will to overcome it.

How can one use fear as a tool for increased improvement without completely unnerving the individual?

First, discovering what it is the person wants to achieve is key. What is it that they want to accomplish and do? Second, find out what it is exactly that’s holding them back.

When the reasons for the fear are known, then it can be used to help

Demolish and demystify the negative energy surrounding the fear in the first place.

When a person realizes that the fear is usually unfounded and see the bigger picture, then their healing will only be imminent.

With the salesman, if he realizes that he cannot achieve his goals unless he pushes forward, or he quits altogether, then he’ll never accomplish things.

Fear is a motivator for excellence when used in the right manner.

# MOVING TOO QUICKLY

The last year has taught us a lot with regards to our professional lives.

Times of crises are excellent opportunities to reconsider our present habits, yet with the recent push for such rash changes, specifically in the United States, it makes one wonder if the recent actions are lazy last-ditch efforts rather than proper strategic thought.

When the government opts to take control of organizations that are obviously in poor shape to begin with, it strikes one as being a rather impotent decision.

Given now that it's purportedly under the control of the government, how can we be sure that they'll be run more efficiently than when they were public before?

It boggles one's mind.

## FEEDBACK

We want to hear from you!

If you have a story you want to contribute, or comments in response to one of our articles, or ideas for added features, please send it to us!

Every issue we'll post your comments and stories here in the Editorial section of the Think Tank.

To submit a story, comment or response to an article, send it to us by post at:

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I personally look forward to hearing back from you. Let me say that your feedback and continued support of the Think Tank Newsletter is greatly appreciated!

*-Sean Mitchell, CHRP  
 Editor-in-Chief*

The government already has enough troubles on their hands. While some socialist behaviours and actions may work in political environments that have supported that regime for decades, it may not be properly executed in a market and political atmosphere that's hell-bent on freedom and less government interaction.

If the American system of freedom of the market is true, then the Obama administration should have let those companies succumb to the fate of the market. If they were meant to live on, then they will. If not, then we know the result of that.

A huge schism is occurring in the US. Whether it's a good thing or not, we'll have to wait to witness its effects.

*-The Think Tank*

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