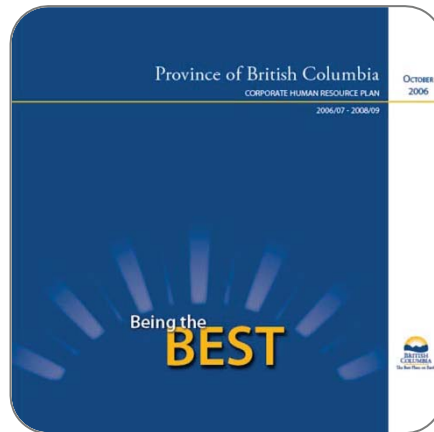


Embracing Culture Change in the BC Public Service

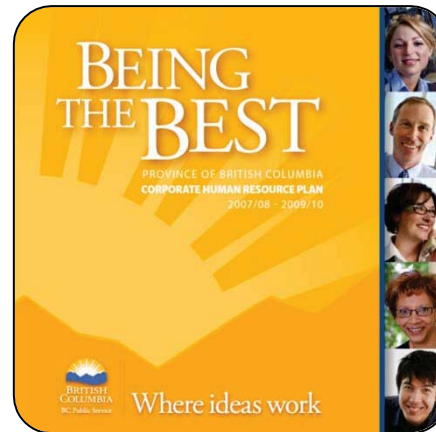


Where ideas work

2006



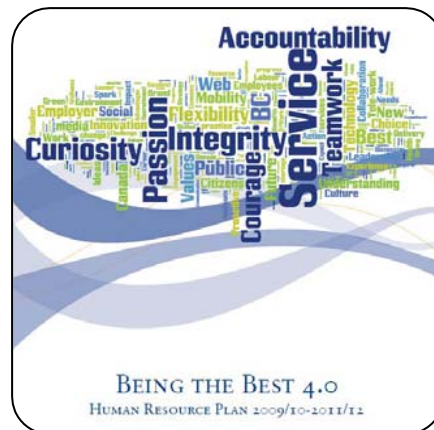
2007



2008



2009



2010



The 1st Strategic Shift: One Employer

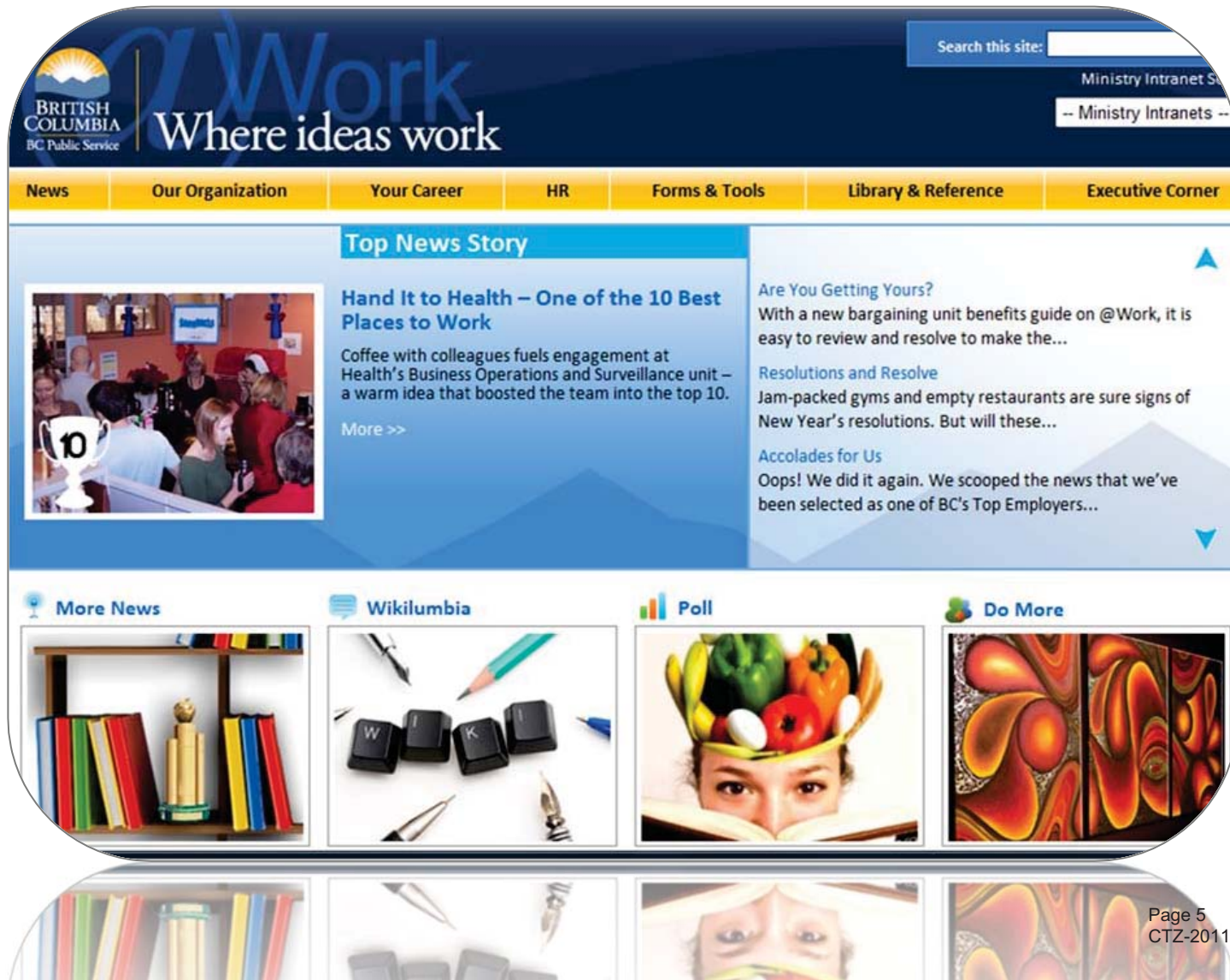
“We may lead different ministries, each with different priorities and obligations. But ultimately we are bound by the singular commitment of the BC Public Service to the people of our province, and that obligation supersedes all others.”

- Being the Best 2007

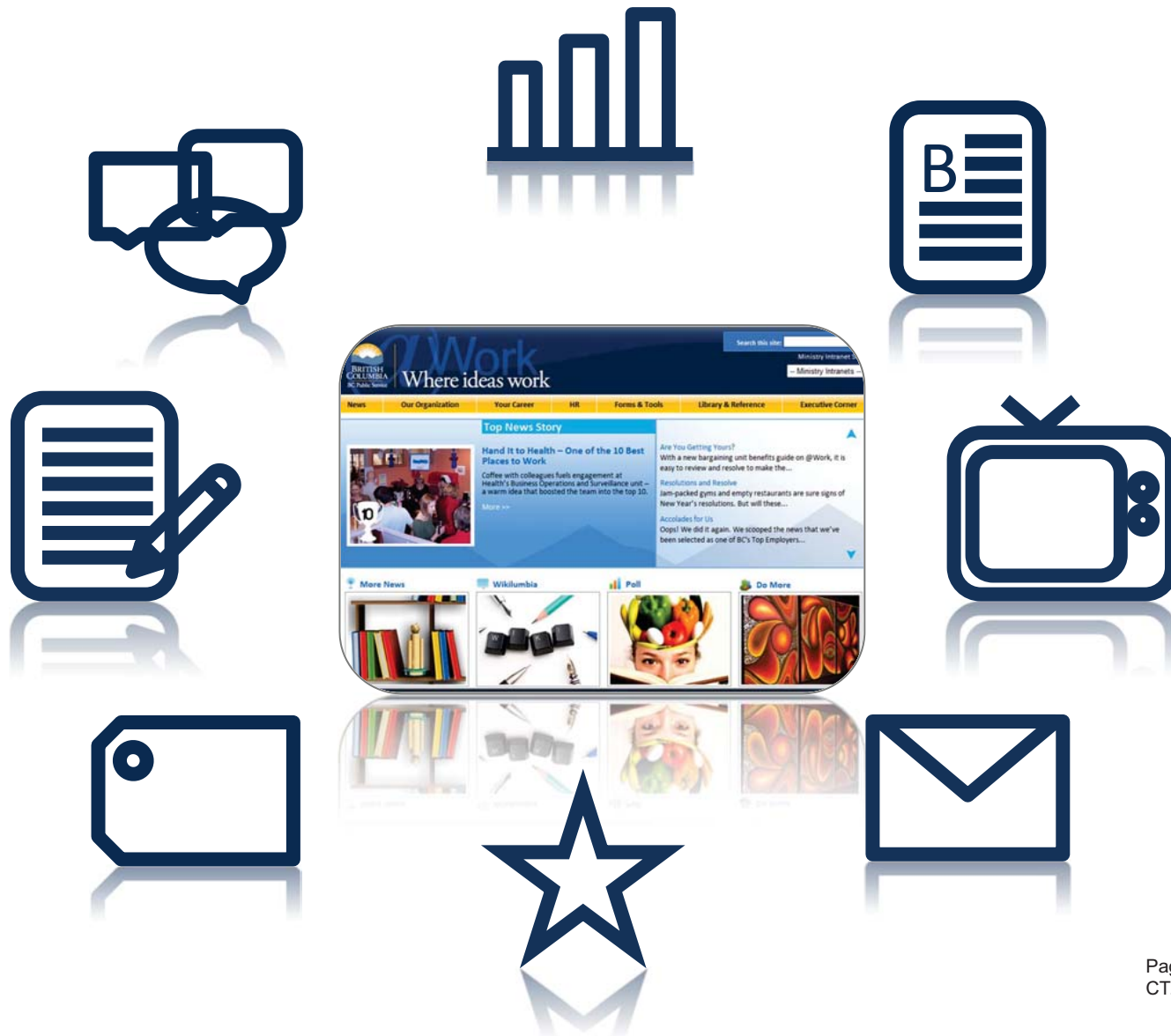
The 1st Strategic Shift: One Employer

- One guiding HR plan
- One set of HR practices
- One engagement survey
- One employer brand
- One set of corporate values
- One corporate approach to recognition and engagement

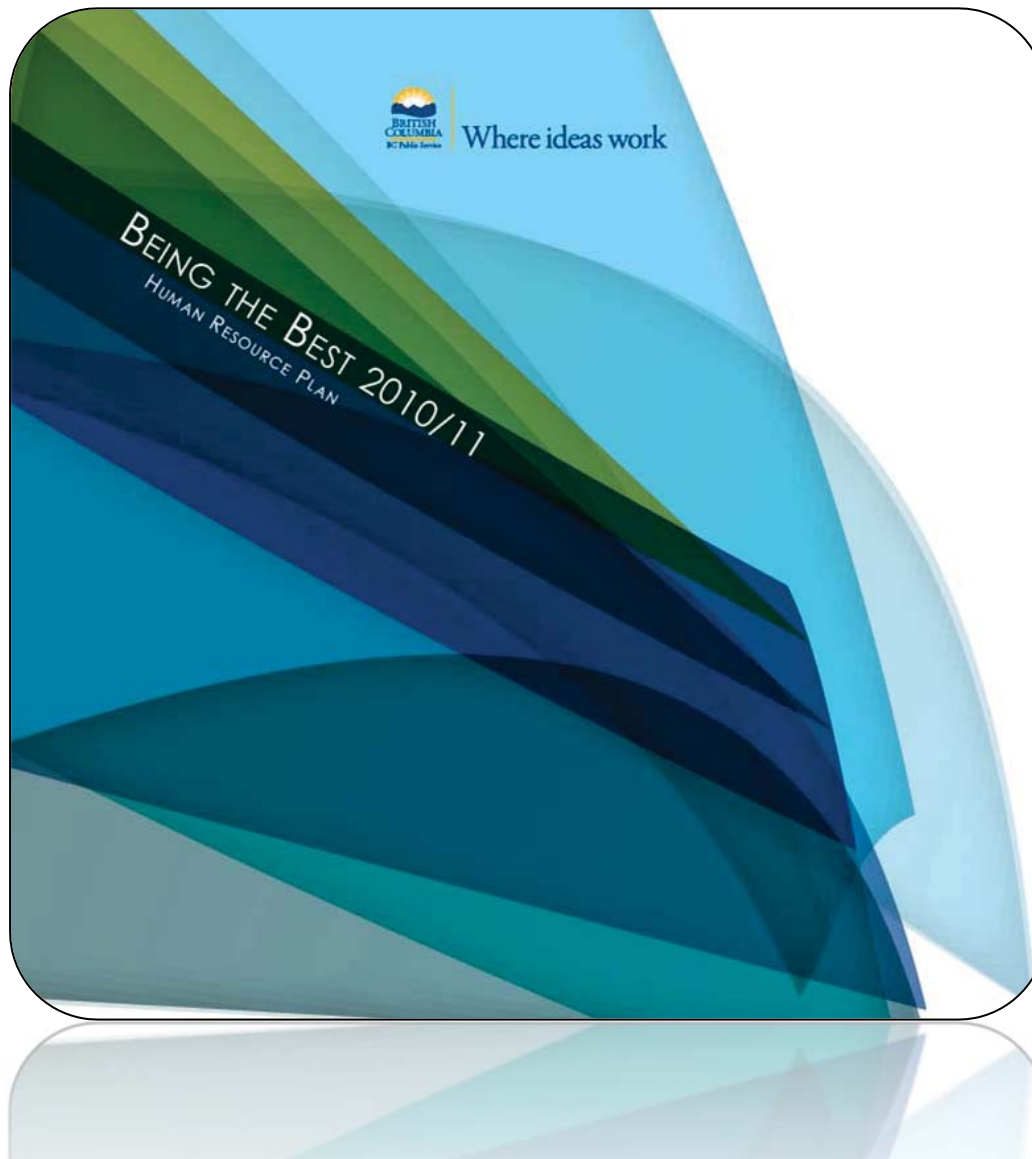
The 2nd Strategic Shift: Communicate



The 2nd Strategic Shift: Communicate



The 3rd Strategic Shift: Talking About Culture



Culture Statement #1

“The BC Public Service is a workforce of trusted professionals that embraces open communication, a collaborative work environment, and flexibility and choice in work styles and tools.”

- Being the Best 2010

Culture Statement #2

“The BC Public Service supports the diversity, professional development and career aspirations of its employees.”

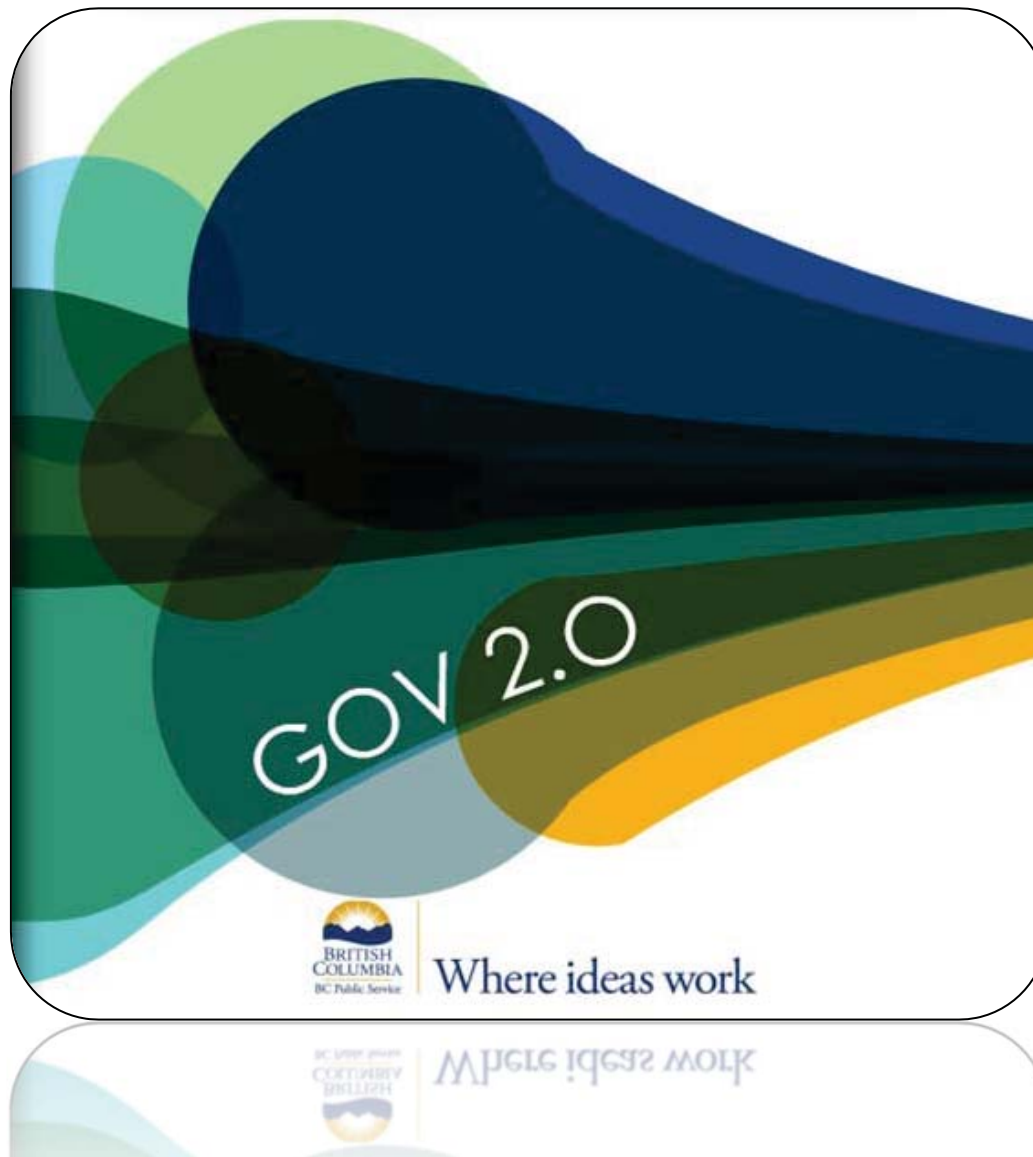
- Being the Best 2010

Culture Statement #3

“The BC Public Service recognizes that employees’ safety, health and work-life balance have an important influence on their professional success and productivity.”

- Being the Best 2010

A Trusted Professional Workforce



First Province with Social Media Guidelines

Facebook, Twitter okay for B.C.'s public servants Government allows Facebook use as long as privacy not violated

BY CINDY E. HARNETT, POSTMEDIA NEWS NOVEMBER 9, 2010 COMMENTS (1)

STORY

PHOTOS (1)



Allan Seckel: "You have to keep in mind you can't breach confidentiality."

Photograph by:
Adrian Lam, Times
Colonist, Times
Colonist

The B.C. government issued guidelines to public servants Monday allowing employees to use social networking tools such as Facebook to do their jobs. But privacy issues lurk behind every mouse click.

Allan Seckel, head of the B.C. public service, said the government trusts civil servants not to violate their oaths of confidentiality or privacy law in using the tools to do their jobs.

"We are the first provincial public service embracing guidelines that actually allow the use of Facebook and Twitter and other tools where appropriate," Seckel said.

The introduction to the guidelines says they are "based on one important philosophy: We trust our employees to be responsible in their use of these tools, just as we trust them in every other aspect of their work."

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A Trusted Professional Workforce

“We trust our employees to be responsible in their use of these tools, just as we trust them in every other aspect of their work.”

- BCPS Social Media Guidelines

A Trusted Professional Workforce

- Allow access to social media
- Flexible tools and technology
- Worker mobility/telecommuting
- Removing controls on technology
- No moderation on intranet

A Trusted Professional Workforce

“Thank you for giving us this opportunity to build our corporate culture, expand our horizons and earn the trust that we've been given.”

“Makes me proud to be a government employee. I feel trusted and respected.”

What Do We Manage To?



When things go right



When things go wrong

What It Looks Like: A New Vision

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BRITISH COLUMBIA BC Public Service **Work** Where ideas work

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Our Organization

Vision Consultation - Online Tool

View Edit

Please rank the following concepts according to their importance to you by dragging and dropping the terms into position in the list. When complete, select Save & Go To Next Step.

1 2 3 4

Employee Experience Service Experience Operational Experience Review

Thanks for voting!

Compare your choices with those of the rest of the BC Public Service

1. Employee Experience

Who do we want to be as a workforce in five years?

Your response:	BCPS-wide ranking to date:
1 professional and responsible	1 professional and responsible
2 fully flexible	2 thoroughly engaged
3 prepared for change	3 continuously learning
4 thoroughly engaged	4 fully flexible
5 continuously learning	5 prepared for change
6 other	6 other

Vision Consultation

Online tool
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