



IE Focus

JULY 2015



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ADM(IE) Symposium - Technical Conference 2015

As part of the IE Group transformation, it was decided to move away from holding a single large annual symposium as a means to connect with stakeholders, and opt for a more focused and efficient engagement strategy. This year, IE will host a series of smaller, two-day, themed-based symposiums. In June, the first of these engagements was held here in the National Capital Region (NCR), bringing together a group of 15 members from the regions with stakeholders from the headquarters. The new model fostered a community building approach while allowing for significant savings.

Members from outside of the NCR were invited based on their field of practice to attend various events which were held over the course of the conference and permitted for the strengthening of bonds and development of working relationships with co-workers that shared experiences in the same field.

Topics presented during the conference included IE Group Service Transformation, DND Architecture and Engineering Services in a centralized model, IE Group Communications and Project Directorship within the IE Group among others. The participants also heard about specific technical topics such as the use of LED lighting for airfields, and the concept of passive house design.

Throughout the event, participants were encouraged to further discuss topics and ask questions which permitted for an open forum where employees could develop current knowledge, share their experiences and connect with partners. As hoped, shortly after the conference, correspondence could be seen from various partners who were sharing best practices or crowd-sourcing answers to specific issues.

With the first attempt at the new model successfully completed, those involved have indicated that it is just the beginning. As the forum evolves, the intent is to provide others with the opportunity to participate in future events. The Symposiums, including this past Technical Conference, will help develop communities of practice within the wider ADM(IE) Group, and supplement the communications and engagement strategies put forth by the chain of command by utilizing new communication tools and channels.

Upcoming conference themes will include:

- Portfolio and Planning;
- Environmental Management;
- Fire Prevention and Protection; and
- Housing (CFHA).

A participant described the event and his experience as:

"I enjoy the smaller scale symposium as the subjects are specific to my business"

- Rick Nippard
Engineering Officer, Halifax



Participants during the June 16/17, Symposium (Technical Conference 2015) in Ottawa.

CFHA Turning Military Housing into Homes



In 1996, a newly created Canadian Forces Housing Agency (CFHA), under the umbrella of DND, was given the responsibility to manage a housing portfolio constructed, for the most part, between 1948 and 1960. The Agency has since worked very hard to modernize that portfolio, and tailor it to the contemporary standards and needs of CAF members and their families.

CFHA invests millions of dollars, annually, for the improvement of its portfolio comprised of 12,187 residential housing units (RHUs). In fact, during

the last ten years: more than 850 RHUs were completely renovated, approximately 150 were newly constructed, including 70 modular homes that are among the most energy-efficient houses on the market and thousands more were improved.

CFHA has also been expanding the spectrum of housing solutions available to CAF members with disabilities. Over the last five years, 8 Barrier Free Access homes were constructed across the country featuring widened doors, open concept floor plans, and accessible bathrooms.

CFHA takes great pride in the role it plays in developing and supporting CAF residential communities on Bases and Wings across Canada. For example, several Housing Services Centers (HSCs) encourage participation in community beautification days or seasonal decoration contests which recognize civic pride, environmental responsibility and community involvement.

Local CFHA HSCs see to the preparation of each vacant house to welcome new families. Moving one place to another is one of the most stressful activities for families. Every day, CFHA employees work hard to help ease the transitions of relocating families who sometimes

know very little about the new place they will be calling home. They dedicate themselves to making sure new occupants find, along with a new house in a new municipality, a welcoming community and a support network tailored to their unique needs and challenges.

Being community focused, CFHA sees to the improvement of the residential housing areas, but they do so much more. Living in a DND home has many advantages for a military family.

Having neighbours who can relate to one's reality and experiences helps build relationships in a new community. It also helps young families build up equity to eventually purchase their own house.

Through its Federal Infrastructure Investment Program, the Government of Canada committed to providing additional funding to invest in military housing over the next two years. This, combined with CFHA's regular funding will result in more renovated houses and new construction.

CFHA will continue to strive to create cohesive communities that CAF members and their families are proud to call home.

Town Hall - June 3, 2015

At our February town hall, Jaime Pitfield, ADM (IE), promised to hold regular meetings with staff to allow ongoing discussions on the huge task of transformation, and on the larger charge of Defence Renewal beyond Full Operating Capability (FOC) next April.

On June 3, the Ottawa-based staff of ADM(IE) gathered at the Salaberry Armoury in Gatineau, Que., for a town hall focused on our service transformation. Presenters from the Service Transformation team led an information-packed morning that covered the progress of service transformation since February, and what lies ahead for the upcoming year.

Should you need to memorize only a few highlights from this event, remember these key takeaways:

- Consolidation is only one part of the service transformation story.
- We are starting to implement our vision for DND real property management.
- The IE Business Modernization project is moving ahead.
- Employee engagement will be the key to our success.
- There's still work to be done.

Mr. Pitfield, explained many aspects of the past, current and upcoming changes that the team is currently facing. "Over the last 90 days, the Navy gladly offered up their real property to IE, and we absorbed that without a bump. Col Darlene Quinn, Commander, CF Real Property Operations Group / Director General Fire and Nuclear Safety, set up the first real property regional command on the West Coast, where we took over the Army and Air Force's infrastructure. Everything is going very well. My sense is that everyone is working really hard and holding their breath to make it to the "centralization" finish line or Full Operating Capability (FOC), and then the work will continue. We are beginning to see the benefits that centralization, transformation and IE are bringing, and people are on board. Way to go, and keep it going."

This statement was reinforced when Col Quinn explained why the Royal Canadian Navy decided to accelerate the transfer of their real property.



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Master of ceremonies, Mau Arsenault, opens the morning, setting the context for service delivery as part of the broader transformation.



Col Darlene Quinn,
Commander, CF Real Property
Operations Group / Director
General Fire and Nuclear Safety

"The Navy was supposed to transfer their real property to IE in 2016 but asked to go early because it provided an opportunity to test out some of the government processes and controls and ensure that it was going to work seamlessly. As you could imagine with five regions across the country, if you stood up all five regions at the same time, you could make a mistake. Having the Navy come on board early allowed us to use it as a prototype. With the help of a lot of people, the team came together to figure out what functions we needed to have. We now have some new functions that we never had before such as performance metrics and contract services."



Doug Lloyd, Director General of IE Engineering Services, standing on the far right, makes a case for the “no wrong door” approach to service, pointing out ways that ADM(IE) will ensure that the right service is delivered to the right people.

As for the Service Transformation, the individual in charge of this important aspect, Tag Shattuck, A/Director General, IE Governance, Policy and Strategy, described in depth how we can succeed and what needs to be done to get there. “Key outcomes identified at the previous town hall – engaged employees, high-quality services, and excellence in real property management – will be accomplished with harmonized processes, motivated people with the right skills at the right time, and the technology, data and analytics to support people and processes. We’ll be looking at ways we can continue our discussion, either on GCconnex or in smaller groups to ensure two-way communication between the Transformation team and all employees of ADM(IE), because we’re all on the service delivery team.”

As the meeting concluded, participants were once again made aware of the very latest developments occurring as such an enterprise can only achieve the very best results when everyone feels that he/she is part of the solution and is well informed about the situation at hand.

Planning for the next town hall is already underway for late September, and alternate venues are being explored in order to ensure that all ADM(IE) regional staff as well as members and employees of the various Construction Engineering sections across the country can take part in the discussion via video teleconferencing.

We want to hear from you! Your ongoing feedback is critical to the success of the transformation. Visit our [ADM \(IE\) group](#) on GCconnex, where you’ll find [photos](#) and [presentations](#) from the town hall, along with more details on the [key messages](#).

Tag Shattuck, A/Director General, IE Governance, Policy and Strategy explaining what Service Transformation really is.





Mr. Pierre Legault pictured above kneeling with participants during National Engineering Month activities held at the Canada Aviation and Space Museum, in Ottawa



Committee Work and Volunteering

While currently working as a Senior Water Environment Fuels Engineer and Compliance Inspector within DAES, Pierre Legault devotes much of his own time to a variety of committees and organizations.

Mr. Legault has volunteered over the last six years with the National Engineering Month outreach activities, in both a leadership and coordination role. The Professional Engineers Ontario association holds events that emphasize the importance of educating and motivating a new generation of engineers. During National Engineering Month, representatives travel around the country to school, museums, and universities, educating the public on the important contributions of the engineering field.

Mr. Legault is also a member of the Canadian Standards Association, Underwriters Laboratories of Canada, and Underwriters Laboratories (international). As part of his role as the Senior Water Environmental Fuels Engineer, ADM(IE), he sits on several regulatory committees, helping to draft policies, regulations, and technical standards for the storage and handling of petroleum.

Committees need experts with field work experience and technical skills who are devoted to making advancements in their field. We would like to recognize Pierre Legault for his valuable contributions to his field of expertise.

Chief Military Change of Appointment

by Capt Joe Forward

Money on the bar. That's what draws many people to a change of appointment ceremony, especially when Generals are involved. But that was truly not the case on 26 May 2015 at the Change of Appointment ceremony for the Chief Military Engineer (Ch Mil Engr) in Ottawa. Everyone was there to see one of the most respected and personnel-focused leaders of the Canadian Military Engineer Branch hand the Spanner of Power over to another, exceptionally qualified Engineer of renown.

The change of appointment took place at the Astra Lounge, RCAF Officers' Mess. The Master of Ceremonies, LCol Eric Fortin, ACOS CME, gave the opening remarks touching on LGen Chris Whitecross' many appointments, awards, deployments and achievements. Next, the Colonel Commandant, BGen (Retired) Steve Irwin, spoke to the good health of the Engineering Branch throughout the country. He noted that LGen Whitecross is the first female three-star general in the Canadian Armed Forces and highlighted what a major accomplishment that was for her and the Engineering Branch.

LGen Whitecross spoke next, acknowledging some very special people present that day; her parents, her husband and two very close friends. She thanked a number of Branch staff, both past and present, and presented her Ch Mil Engr coin for the last time to nine staff members who worked closely with her over the past four years. LCol Fortin introduced the new CME, highlighting BGen Karl McQuillan's career accomplishments. The scrolls were signed and the change of appointment was made official. BGen McQuillan then spoke briefly. The ceremony concluded with a presentation of gifts to LGen Whitecross. The Branch Chief Warrant Officer, Kevin Patterson, presented her with the Branch Pennant. The Colonel Commandant presented her with three volumes of the History of the Canadian Military Engineers in a beautiful wooden book holder. Lastly, BGen McQuillan presented her with his coin for the outstanding work she has accomplished in her last four years as the Ch Mil Engr.

The official ceremony completed, guests relocated to the Cockpit Bar where Col Quinn, Canadian Forces Real Property Operations Group/DGFNS Comd, commended LGen Whitecross for seeing the people behind the rank and never forgetting about them, a skill that "every general needs in their toolkit." The guests toasted her and wished her well. LGen Whitecross thanked everyone, noting that she was "speechless for the second time that day," something that "never happens," and that she was simply, "very touched" by the day's events and the people that were there to share it with her. Everyone was extremely joyful to be there and also to find that there was, indeed, money on the bar.

CHIMO



The key moment of the ceremony, the signature of the Change of Appointment document. From left to right CWO Kevin Patterson, Bgen Karl McQuillan, Bgen (retired) Steve Irwin and LGen Chris Whitecross.

Promotions



Sgt Keven Daigle, fire prevention inspector in Real Property Operations (Central), moments after receiving his new rank from Col Darlene Quinn, Commander Canadian Forces Real Property Operation Group, and CWO Gilles Caouette, CWO for the same Group.

Maj Mélanie Arsenault, Staff Officer Transformation, Canadian Forces Real Property Operations Group, moments after receiving her new rank from Col Darlene Quinn, Commander Canadian Forces Real Property Operation Group, and CWO Gilles Caouette, CWO for the same Group.



Maj Kevin Nottle, Project Director in the Director General Portfolio Requirements team (DG P Reqts), receiving his new rank from Capt(N) Peter Crain, Director of Portfolio Strategic Planning in DG P Reqts, and CWO Gilles Caouette, CF RP Ops Gp.

Presentation of Military and Bravery Decorations

Governor General Honoured Military Personnel at Rideau Hall

His Excellency the Right Honourable David Johnston, Governor General and Commander-in-Chief of Canada, presented Meritorious Service Decorations (Military Division) and Bravery Decorations to members of the Canadian Armed Forces (CAF) and allied forces at a ceremony at Rideau Hall, on Friday, June 26.

Among those being presented with a decoration was LGen Chris Whitecross, O.M.M., M.S.M., C.D., from Ottawa, our former COS(IE).

Her citation reads as follows:

"In May 2013, Major-General Whitecross was elected as the International Military Sport Council (CISM) secretary general. In this position, she combined the arduous work of overseeing the 66-year-old military sporting organization with her Canadian Armed Forces responsibilities. Not only did she succeed in doing both roles exceptionally well, but she also crafted new strategic and business plans, which effectively transformed CISM into a modern organization shaped by shared Canadian values."

The Meritorious Service Decorations include a military division and a civil division, with two

levels each: a medal and a cross. The military division recognizes individuals for their outstanding professionalism and for bringing honour to the CAF and to Canada. The civil division recognizes individuals who have performed an exceptional deed or an activity that brought honour to the community or to Canada.

The Meritorious Service Cross (Military Division) recognizes a military deed or activity that has been performed in an outstandingly professional manner, according to a rare high standard that brings considerable benefit or great honour to the CAF.

The Meritorious Service Medal (Military Division) recognizes a military deed or activity performed in a highly professional manner, according to a very high standard that brings benefit or honour to the CAF. These decorations are an important part of the Canadian Honours System, which recognizes excellence. Meritorious Service Decorations honour either a single achievement or an activity over a specified period. The Meritorious Service Decorations are open to both Canadians and non-Canadians.



Retirement



CWO Kevin Patterson - CME Branch CWO

CWO Patterson, MMM, CD, retired from the Canadian Armed Forces on 6 July 2015 after more than 35 years of loyal and dedicated service to the CAF and CME Branch. Numerous friends and colleagues attended his farewell ceremony, which took place at the NDQH WOs' & Sgts' Mess on 12 June.

Among the many gifts that were given to CWO Patterson, on the left, there was this beautiful shadow box. It was presented to him by BGen Karl McQuillan, Chief of Staff of the Canadian Army and Head of the Canadian Military Engineers and CWO Gilles Caouette, IE Group.

Ford "Better Idea" Award

On June 18, Capt Vincent Laframboise, Assistant Operations Officer, Engineering Services, 2 Canadian Division Support Group, in Montréal, was given the Ford Better Idea Award by Mrs. Dominique Francoeur, acting ADM(IE).

This award aims to highlight excellence in creativity and innovation.

The proposed candidates must have occupied an indeterminate position, below management level, during the period in question and have demonstrated excellence through creativity and innovation in one or more aspects of work within the IE sector. For example:

- Creativity in the management of requests and travel claims;
- Creation of a new system for tracking records;
- Innovative approach in the management of radioactive devices in the CF;
- Creativity in respect to compliance and reporting obligations regarding management of halon and other deleterious substances; and
- Decisive breakthrough in the resolution of an infrastructure problem or a difficult construction problem.

His citation reads:

"Capt Laframboise inspires confidence and leadership and is a pillar of real property management in the Defence Resource Management Information System (DRMIS), Project System module. He is an undisputed asset to 2CdnDiv, his superiors and the staff of ADM(IE)."

Congratulations!



IE Communication Tools

At the request of several, please find in the following page, a quick reference chart outlining the main communication tools utilized by the ADM (IE) Group.



IE COMMUNICATION TOOLS

QUICK REFERENCE CHART

Tool	What it is	How to use it	Features	Who has access
GCconnex	<ul style="list-style-type: none">GC's internal "Facebook"Interactive platform for activities related to the workplace that enables collaboration and professional networking based on shared interests.	<ul style="list-style-type: none">Connect, network and collaborate with GC colleagues online.Join groups, share files, photos and videos, blog and participate in discussions.For communities of practice, committees and working groups.	<ul style="list-style-type: none">Can limit content and activities to a specific audience or membership with closed groups.	<ul style="list-style-type: none">Available to all GC employees.
GCpedia	<ul style="list-style-type: none">GC's internal "wiki"Platform that enables collaboration and information sharing.	<ul style="list-style-type: none">Research GC organizations and workplace topics.Share your ideas and collaborate with GC colleagues online on publications, dashboards and brainstorming.	<ul style="list-style-type: none">Any GC employee can edit a page's content.	<ul style="list-style-type: none">Available to all GC employees.
SharePoint	<ul style="list-style-type: none">Web application platform that enables document collaboration and can also be used as a records management tool.	<ul style="list-style-type: none">Improve business processes by sorting, organization and sharing documents and information.Collaborate with colleagues on files.	<ul style="list-style-type: none">Can limit group collaboration and access to specific folders and documents.	<ul style="list-style-type: none">Available to all DND/CAF employees.
Intranet	<ul style="list-style-type: none">Internal website for IE employees and clients.	<ul style="list-style-type: none">Communicate key IE services and business information.Content focused on IE employees and clients.	<ul style="list-style-type: none">Content owners can maintain their web content through the content management system (WIM).	<ul style="list-style-type: none">Available to all DND/CAF employees.
Internet	<ul style="list-style-type: none">External, public facing website.	<ul style="list-style-type: none">Communicate IE's business and programs to Canadians and industry.	<ul style="list-style-type: none">Topic focused site; migrating to Canada.ca (GC-wide Internet) in 2016.	<ul style="list-style-type: none">Available to all GC employees and the public.