

**GANS Private Sector Working Group  
Monthly Report  
February 2014**

The Working Group held its first meeting on Tuesday January 20 at the SEG office in Halifax.

The members and their lead areas of interest are:

<b>Member</b>	<b>Organization</b>	<b>Lead Area of Interest</b>
Hugh MacKay	SEG Consulting	All
Doug Foster	Retired - CBRM	Private Sector Events
Corey Nelson	Esri Canada	Continuous Education
Tim Ryan	McGregor GeoScience	Mentorship
Ryan Sutcliffe	Stantec	Certification

**Events**

- A total of 4 events of specific interest to GANS private sector members will be held in 2015, generally on a quarterly basis. The initiative is headed up by Doug Foster, Retired Cape Breton Regional Municipality.
- Joint Forum of SNS – GEONOVA and GANS Private Sector Members will be held on Thursday February 12<sup>th</sup>.
- A joint workshop regarding UAVs will be hosted by GANS and the Association of Nova Scotia Land Surveyors in the spring, late May / early June.
- A workshop will be considered for Geomatics Atlantic in October.

**Continuous Education**

- General thoughts are that this will focus on both soft skills such as Project Management, Financial Management and specific skills such as software training. The initiative is headed up by Corey Nelson of Esri Canada.

**Certification**

- The initiative is to explore the feasibility of a GANS supported Geomatics Certification Program. This initiative will require discussion with the GANS Education WG. Ryan Sutcliffe of Stantec will lead this initiative, supported by Ian Bryson of CBCL.

**Mentorship**

- Tim Ryan of McGregor GeoScience has put forward the attached thoughts on moving this initiative forward.

**Other**

- The PSWG will invite the Chairs GANS WGs (Communications, Education, Events, Membership) to attend one of our monthly meetings on a quarterly basis.
- The PSWG will issue monthly communications to the GANS membership via email and the GANS website.

The next meeting of the WG will be Tuesday, February 17th at the offices of McGregor GeoScience, 177 Bluewater Road, Bedford. A Meeting Report will be generated and submitted to the Board prior to the next Board meeting. The Report will also be distributed to such other GANS members who are interested in receiving it each month.

Respectfully submitted by,  
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Chair  
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## **Ideas for Developing a GANS Approach to Mentoring & Coaching:**

### **Mentors:**

Anyone from GANS membership with established profession and local industry connection, interested in helping to contribute to the global success of geomatics in Nova Scotia.

To qualify, mentors should:

- Member in good standing with GANS
- Connected to the local or global geomatics industry
- Have insight into regional labour market for geomatics
- Able to commit to monthly meeting with mentee during business hours (~2hours/month for 4 months)
- Able to adhere to and aid in developing a template of development for mentee, including development of a statement of intention and structured set of goals for the mentorship.

### **Mentees:**

Any newcomer to the marketplace or existing GANS member seeking to build a professional network through sharing of information, knowledge, advice and support from a mentor (or established and experienced professional in the geomatics industry).

To qualify, mentees should meet certain criteria:

- Membership with GANS
- Completed application to Mentorship program (form could serve as a tool for matching suitable mentor/ mentees and should be developed by GANS)
- Be currently employed or a new graduate
- Meet specific educational requirements (ex. Geomatics education, formal training, certification, or professional designation). GANS should develop a standard for this requirement.

-Have clearly stated goals for participation in the program, and actively participate in the development of a statement of intention and structured set of goals for the mentorship. This agreement could be referred to as Career Mentorship Agreement

-Ability to commit to the relationship and availability during business hours.

### **Potential Components of the Mentorship Program:**

1. Match mentors and mentees based on best fit and similarities in education, work experience, career goals, and professional affiliations by use of survey/application forms.
2. Conduct separate orientation sessions for mentors and mentees, either in person or by use of an application form or survey (provided for and approved by GANS).
3. First meeting between mentors and mentees is facilitated and signing of the Career Mentorship Agreement. Both parties agree to future meeting dates and times.
4. Commit to monthly meeting with during business hours (~2hours/month for 4 months)
5. GANS provides support throughout mentorship relationship.
6. GANS (or a designated committee member) will contact the mentor and mentee on a monthly basis to monitor the relationship and ensure the set objectives are being reached.
7. Complete an evaluation survey by mentor and mentee once the mentorship relationship ends.
8. Hold a recognition reception in conjunction with another GANS function (meeting or social).

### **Resources Required to Begin Work**

Pool of willing Mentors sourced from existing GANS membership

Pool of willing Mentee applicants from existing GANS membership

3 Forms to be Created and Approved:

-Application Form – to be completed by mentors and mentees

-Mentorship Agreement – to be agreed upon by mentor and mentee

-Evaluation Survey – to be completed individually by mentors and mentees to gauge effectiveness and benefit of experience.

Space for announcement and posting of downloadable forms on GANS website (not essential but would be helpful)

Required funding = \$0

**Expected or Desired Membership Involvement:**

4 mentors selected from pool of 6 mentors

4 mentees selected from pool of 10 mentees

4 month participation

**Expected Start/Finish Date:**

Start - February 24<sup>th</sup>, 2015

Finish – Mid June, 2015

\*dates are flexible. It would be beneficially to have a test group run through this program before summer holidays and to complete the program in conjunction with a GANS event or social (though that may not be workable with a winter launch).