

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

The Working Group held its second meeting on Tuesday February 17 at the MacGregor GeoScience office in Bedford.

The members and their lead areas of interest are:

Member	Organization	Lead Area of Interest
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 24 private sector geomatics professionals attended the Joint of Service Nova Scotia and GANS Forum.
- A joint workshop regarding Land Title will be hosted by GANS and the Association of Nova Scotia Land Surveyors in the spring, late May / early June. Doug Foster will lead the effort from the GANS side.
- A workshop will be held in the 3rd Quarter and another during Geomatics Atlantic in October.

Continuous Education

- Corey Nelson outlined some preliminary thoughts on a GANS Continuous Education Program. Corey will look further into this and report back to the Working Group in March.

Certification

- Ryan Sutcliffe outlined some preliminary thoughts on a GANS Geomatics Certification Program. Ryan will look further into this and report back to the Working Group in March.

Mentorship

- Tim Ryan of McGregor GeoScience has developed the attached Mentorship Program Forms for review by the GANS Board. Upon approval, the GANS PSWG is ready to launch this initiative in March.

Other

- The PSWG will invite the Chairs GANS WGs (Communications, Education, Events, Membership) to attend one of our monthly meetings on a quarterly basis. Any Board Member is invited to join a meeting once per Quarter.
- 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, March 17th at the offices of Stantec in Dartmouth. 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 24th, 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).