

Career Professionals of Canada

"working together for career success"



<https://careerprocanada.ca/special-interest-groups/>

Leanna Steeves

Career Professionals of Canada
Development Director

<https://careerprocanada.ca/membership/member-benefits/special-interest-groups/>

Thank you for your interest in joining a Special Interest Group (SIG).

Career Professionals of Canada is pleased to offer members a range of Special Interest Groups. Each SIG is designed to bring together like-minded participants who have knowledge and interest in the specific topic. You are invited to apply to join a SIG that fits your background, qualifications, and interests. When accepted, you'll be able to participate in your SIG at no cost.

CPC's Special Interest Groups (SIGs) are a powerful tool designed to provide you with an avenue to enhance your competencies as a practitioner. You can leverage the knowledge and experience of fellow group members to advance your career, business, and professional development goals.

WHAT IS A SPECIAL INTEREST GROUP (SIG)?

A Special Interest Group is an interdependent group of individuals who come together to interact on a specific, pre-defined topic of mutual interest. The objective is to help all group members achieve their learning and development goals. SIGs provide a supportive environment where all participants contribute, learn, and grow.

Each SIG is comprised of up to 30 CPC members who share similar professional development goals and interests. They also enjoy spending time together! The group meets **four times** per year. At each session, there will be a facilitator to encourage and enable open discussions.

A successful SIG is an interactive and positive learning and growth experience for all involved. SIGs work best if each member participates actively and equally. Everyone takes accountability toward enabling the common group purpose.

Meetings take place in a Zoom meeting format and are announced in the CPC events schedule:

- You are expected to attend all sessions as they are not recorded.
- You must maintain your professional membership throughout the term of the program to participate.
- Your group may agree to publish key research findings in the CPC News Feed.
- Upon completion of the SIG, the group may decide to continue to meet for new sessions.

CPC's Special Interest Groups are initiated and managed by our SIG Team. Our SIG Group Leads are volunteers who have developed and oversee the program:

<https://careerprocanada.ca/membership/member-benefits/special-interest-groups/>

MENTOR YOUR COLLEAGUES >>> RECEIVE MENTORING IN RETURN



SIG PROGRAM GOALS

CPC encourages and supports the career, business, and professional development goals of our members. The purpose of our SIG program is to:

- ➔ Enhance relationships between professional members of CPC.
- ➔ Provide an avenue for professional development for all practitioners.
- ➔ Capitalize on the experience and expertise gained through interaction with seasoned practitioners.
- ➔ Advance members' leadership position and visibility in the Canadian career development community.
- ➔ Support our association's growth and development through member engagement and retention.

Session discussions are confidential; however, the group's research and learnings may be shared through articles written and posted on Career Professionals of Canada's and affiliate websites.

WHY PARTICIPATE ACTIVELY IN YOUR SIG?

SIGs provide collaborative intelligence. The collective knowledge of the group is much greater than the knowledge possessed by an individual group member. Your colleagues are subject matter experts who bring their perspectives to your SIG. Learning from colleagues can build your own knowledge and success as a career professional.

By actively interacting with members of your Special Interest Group, you will enjoy many benefits:

- ➔ Get professional development and build your subject matter expertise.
- ➔ Gain personal growth through collective mentoring.
- ➔ Develop your competencies by learning from seasoned professionals.
- ➔ Receive objective advice from an outside perspective.
- ➔ Master the art of networking and get involved in a new community.
- ➔ Gain satisfaction from contributing to the development of colleagues.
- ➔ Attain a further understanding of "up-and-coming" trends in our industry sector.
- ➔ Develop your ideas after bouncing them off experienced colleagues.
- ➔ Feel renewed and more motivated in your work.
- ➔ Advance your professional goals and dreams.
- ➔ Publish key findings so that others in the industry can benefit.
- ➔ Gain recognition as one of the leaders in your career community.



YOUR ROLE & RESPONSIBILITIES

When you apply to participate in a Special Interest Group, you confirm that your qualifications, background, and interests match those required by the SIG. By remaining within the confines of your areas of interest, learning objectives, experience, and ideas, you are enabled and empowered to participate, contribute, learn, and grow.

By registering for this program, you commit to the following:

- ➔ You will follow the group guidelines and adhere to the schedule and time commitment for each session.
- ➔ You will commit to and follow through on your responsibilities.
- ➔ You will ensure a respectful, encouraging, and open mentoring environment.
- ➔ You will maintain confidentiality in all discussions.
- ➔ You will display the utmost in integrity and ethics.

HELP MAKE YOUR SIG A SUCCESS

Your role within your SIG is to participate actively as both a mentor and mentee. In the spirit of partnership, you will collaborate to support each other's learning. Here's how you can help make your SIG a success:

- ➔ Please be present and on time for every meeting.
- ➔ Identify topics for discussions within the group; bring your ideas to meetings and be open to the ideas that others bring.
- ➔ Respect the relationship, the time commitment, and the needs of others in your group. Make it your intention to support and help manifest everyone's individual goals.
- ➔ Listen attentively and empathetically when someone speaks. Give others equal time and opportunity to speak; avoid interrupting someone who has the stage, except to reinforce or support them.
- ➔ Teach, coach, and provide support to the learning process; introduce group members to new experiences, opportunities, and ideas.
- ➔ Provide helpful, meaningful, and constructive feedback; never put down, disparage, or condemn other group members' thoughts, ideas, or comments.
- ➔ Gain knowledge and be open to the expertise and feedback within your group; ask questions, try new skills, and learn from mistakes.
- ➔ Complete your action items on schedule; share your research, findings, and resources openly with other group members and collaboratively build on information that has been gathered.
- ➔ Enjoy the differences and diversity that each group member offers. Make it your purpose to create a collegial relationship with everyone in your group, even when your ideas differ.

ENJOY YOUR SPECIAL INTEREST GROUP (SIG)!

