

## JACKY S. TWEEDIE – YOUR PRESIDENT

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I have always found ways to serve my community. Before joining the public service, I was a teacher at Carleton University here in Ottawa, a largely unionised workplace. I taught adults for thirteen years and, while it was challenging, it was also very rewarding. The School was widely held as a leader in field, using the best applied linguistics and adult pedagogy practices. As a teacher, I was also a **member of the faculty association**. I served for more than eight years on the **Steering Committee** (e.g. Executive Committee) of the Carleton University Academic Staff Association (CUASA).

I served on the **bargaining team in 2003**; served as the association representative to a provincial lobbying organisation (Ontario Confederation of University Faculty Associations); and, most importantly, as **local steward**, helping others to navigate their collective Agreement and working to resolve issues. When the School was abruptly closed by management in 2008, I used the benefits package negotiated by CUASA to train as a **certified evaluator**, and joined the public service in 2010 as an Evaluator (for then Industry Canada, now Innovation, Science and Economic Development Canada – ISED). I spent a year getting my feet wet, trying to understand this new work culture I was now operating in.

From ISED and conducting program performance evaluation, I moved to Health Canada (HC) to work on the **Corporate Integrated Risk Management** file – mapping the department’s corporate risk management activities, while also introducing performance measurement for those activities (measuring how well attempts to manage risks associated with human resources, for instance, were working). After laying down the framework and renewing the Corporate Risk Profile, I took an assignment at the Canada Border Services Agency (CBSA) to lead a branch-wide **performance transformation** initiative. I am skilled at change initiatives, but I also wanted to move from corporate (those who usually tell others what to do) to a branch-level position to see what it meant to receive those instructions.

After a short hiatus back at HC, I took a year assignment at Treasury Board Secretariat to work on the Government of Canada (GoC) roll out of **standardised performance measures** for Internal Services. I wanted an opportunity to shift perspectives again, this time from the GoC lens. Since 2016 I have been back at HC, as one of the lead analysts on the **department-wide implementation on the Policy on Results**.

In the seven years as a public servant, across these departments, I’ve worked alongside you and your colleagues. What I’ve learned is that, as with public servants in other unions, you want to make a positive difference in the lives of citizens. You bring optimism, dedication, and the **spirit of innovation** to work to deliver programs and services to Canadians. You need an Association that will support you in this work – and you need a President of the Association that will walk alongside you, understand your experience, and has the skills and competencies to support you.

I have the skills and competencies the Association needs, and you deserve in a President:

**I make.** I build new tools to manage delivering on results and performance that earn recognition and get adopted by other departments. I build new business processes that are collaborative, cross-functional,

and keep the burden of change low. I make training materials fast, at a low cost, to support staff adopt new workplace requirements. I build tools and products for use now that also anticipate coming change – keeping my organisation on track to meet the future.

**I do.** I lead teams. I co-lead teams. I bring people together in communities of practice. I work with others to iron out differences before they become problems. I research problems to find and put in place solutions. I challenge accepted wisdom from a position of evidence in order to advance priorities. I negotiate to a shared compromise when necessary. I anticipate the future and put in place responses to meet the future in a productive way that keeps the focus on delivering on results.

**I share.** I use digital collaboration to share my tools and products. I share my files, my tools and templates and lessons learned so that others in government don't waste their time and effort re-inventing the wheel. I help others who use my tools. I give workshops and talks, because the more we share our tips, strategies, best practices and knowledge, the more we are all better equipped to do our jobs. I share to keep the focus on delivering on priorities while building tools and talent across government.

I want to use my skills and competencies to serve you, to serve the Association. With your vote, **I will work to protect and enhance your rights and quality of work life.** Together, we can build an Association that protects us; an Association that gives us the space, the tools, and the resources to define the boundaries of our workplace in a way that lets us do what we came to do as public servants: serve Canadians.

**You have ideas** how to make this Association better, stronger, more responsive to your need. **Tell me** how you want it to grow at: [jstweedie.com](http://jstweedie.com)