

■ HUMAN RESOURCES

Developing talent

Northern Health's HR man appointed to provincial post

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Prince George resident Les Waldie was recently announced president of the B.C. Human Resources Management Association (BCHRMA).

The association represents 3,300 human resource professionals throughout the province.

Waldie said he plans to bring a northern perspective to his new role.

"I believe this is the first time we've had a president from outside the lower mainland," he said. "What I want to achieve is enhancing the province-wide service delivery model. And that the organization becomes a voice for the profession."

Waldie will serve a one-year term as president of the association, but has been a member of the association his whole career. He has been a director of the association since 2003.

He currently serves as vice-president of human resources for Northern Health and has 40 years experience in the field.

Over the years he has worked

with companies including Canfor, Northwood, Bulkley Valley Forest Industries Skeena Cellulose and Molson Western Breweries in a variety of capacities.

He also serves as chairman of the Prince George Symphony Orchestra, president of the Prince George Community Foundation, chairman of the Prince George Airport Authority human resources committee and other volunteer roles.

With B.C.'s population getting older, human resource managers will play a key role in sustaining economic growth, Waldie said.

The "grey wave" of baby boomers nearing retirement will pose unique challenges for human resource managers, he said.

"We need to be helping organizations develop their talent internally," Waldie said. "Organizations need to be developing strategies to meet their needs before a crisis. It's an area which requires expertise."

Despite that, human resources is often an area overlooked in business and industry, he added.

Raising the profile of the profession will be one of his key goals for his term as president of the



Photo contributed

**Les Waldie: president of
BCHRMA**

association, Waldie said.

"The profession is bigger than labour relations," Waldie said. "We do deal with a large number of labour organization issues - making sure organizations are mindful of the people component."