

**Making Waves:
Career Development and Public Policy**

**The International Symposium 1999
Papers, Proceedings and Strategies**

Editors

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Human Resources Development Canada

Canadian Career Development Foundation

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WELCOME TO CANADA

It was a great honour for the Canadian Career Development Foundation (CCDF) to host the first International Symposium on Career Development and Public Policy. A reception was held before the Symposium began to welcome participants, to meet, greet and make friends, and to enjoy the spirit of an international career development community. Such an event called for an innovative greeting, one compatible with the uniqueness of the event itself. And so the opening was a story — of kings and queens and princes and royal courts. It is of course an allegory, as all the royals and their courts represent the several players who had lead roles creating the vision for the Symposium and its evolution. It also is, somewhat tongue in cheek and with much affection, a commentary on the roles of “doers” and “advisers” and the lead players in this revolution!

All names have been changed to provide anonymity but are perfectly obvious with a modest lexicon as follows:

Steering Committee members and countries:

New ZEAL and	Lester Oakes
United Kingdom (UK)	Tony Watts
Canada, Province of ALBERTA	Bryan Hie BERT
IAEVG	Stu CONGer
C.C.D.F.	Lynne Bezanson, Susan Kowal and staff (all women!)

Human Resources Development Canada, Office at Phase IV, Place du **PORTAGE**, supporters and funders

LORD ELGIN Hotel, Symposium site, also named after a former Governor General of Canada

Once Upon a Time

... not in my time or your time, but in our time, a handsome but troubled prince known in his own country as the Prince of Zeal, sailed from his faraway land to the land of the Lord of Elgin. There, he sought an audience with a kind but unsuspecting queen who was big of heart, wise of counsel and little of money. He told her his longing and his wish and why he had travelled from so far away to the shores of the land of the Lord of Elgin.

“I want to ask what I will be when I grow up,” he told her, with great sadness and heavy heart.

Being a prince is, after all, just that, being a prince. It's all so sure, so predictable — there is not room for my question. If only I could bring together from all over the world really important people, people who could shake up the occupational structure of “princes.” People who are important enough to make policy...

“Maybe,” and here he became excited indeed. “Maybe there are princes in other countries who do things other than princing. Maybe a team of researchers could find this out. “And then,” and here his voice became very soft indeed, “I would need people to help me convince my mother that the world of a prince is narrow indeed. For this I would need very good counsellors.”

And then he sighed: “But they never really do talk to each other do they...but if they did, if they did, then maybe, just maybe I would get to ask my question.”

Queen CC was sympathetic and wanted to help but what could she do? She was, after all, a queen who was big of heart, wise of counsel and little of money. She had a very queenly court, a small but vital and vibrant court of queens and queens in waiting — all big of heart, wise of counsel, great of energy and little of money, but much too small to bring together, on their own, all the wisdom the prince needed to ask his question.

“But you would not be alone,” assured the Prince of Zeal. “I have royal comrades in other realms. They will help bring together the wisdom if you will give me your hearts and your counsel.” What could the unsuspecting Queen CC do but give him her heart and her counsel, and the hearts and counsels of the small but vital court of queens in waiting.

The Prince of Zeal was true to his word. He sailed to royal comrades in other realms. He sailed first to a United Kingdom where he sought an audience with the King of UK (pronounce “youk”). “Hmm,” pondered the king.

What an interesting question! Indeed, I also have wondered what I might be if I were not a king, but I am simply so good at being a king that other possibilities pale in comparison. However, the question intrigues and I shall give it the benefit of my considerable body of thought. I shall contribute ideas and a plan. I could, I suppose, [and he mused for a moment] assign my full and considerable royal court of fellows to the task of gathering together all the wisdom. But no, not in the land of the Lord of Elgin. I am sure Queen CC and her queenly court can work magic...

And off he went to think and to contemplate the several sides of the intriguing question.

“Magic!” cried Queen CC when told of the result of the kingly encounter. “Big of heart and wise of counsel does not make us great of magic!” And the unsuspecting queen began to realize that the time for unsuspecting had passed. And so, she set out to the source of magic. She voyaged to the Kingdom of Merlin and sought counsel from the Wizard of Cong. The Wizard of Cong always had, and dispensed, magical counsel and clear and crisp advice. “Have you forgotten my first rule of magic already?” he implored. “I will repeat it to you one more time. Heed it well... *What you cannot first get from mother, you get from father.*”

And so Queen CC and her small but vital court of queens in waiting voyaged across the great river, through the vast and ominous moats protecting the fortress and finally arrived at the fourth Kingdom of the Palais Portage. What a warm and welcoming place it was once inside its protective walls. Here they met knights, and ladies and lords who were very sympathetic to the Prince of Zeal’s question. Indeed, they spent many days and nights pondering his question for themselves and many many others. They thought how exciting it would be to bring the wisdom together and make talk where talk had not happened before. Ah, they were big of heart and big of ideas but they were also big of magic and that meant they were also kind and generous, albeit careful with the ingredient to make magic happen. The Wizard of Cong had been right. And so it was agreed, with great excitement, that the wisdom would be brought together in the land of the Lord of Elgin, in the spring of the year, when the moon was very close to full!

When the Prince of Zeal, the King of UK and the Wizard of Cong heard this, they were both pleased and worried. They knew deep inside that the land of the Lord of Elgin was a most unroyal place. It had lost its adoration of kings and princes a long time ago (although it still loved queens and queenly courts who were big of heart and little of money). It was perhaps a good place to come to understand what people who are not actually kings or princes actually do. At the same time, they would surely need a guide for this was a more common and much less royal place than they had known.

And so they sought a commoner — and what could be more common in the land of the Lord of Elgin than Bert from the Mountain Kingdom of Berta. They had heard that in the mountains, the common folk would greet each other with phrases like “nice day eh” or “cold day eh.” What could possibly be more common? So Bert agreed that if the wisdom the Prince of Zeal needed could be brought together, he could get them to talk where they had never talked before, (eh?), and if he could do this, then King UK could use his considerable thought to put the ideas together. If King UK could do this,

then perhaps the question still burning in the heart of the Prince of Zeal: “What will I be when I grow up?” could dare to be asked. And the Wizard of Cong, all knew, would be ever vigilant with magical and crisp advice.

And so it was that they all felt proud of what they had done and they returned to their kingdoms. The Prince of Zeal waited to be called to come with his question. The King of UK continued to contemplate what others might say and to give this his considerable thought. The Wizard of Cong continued to dispense magical crisp advice, whenever sought, and often when not sought — but magical and crisp nonetheless — and Bert just kept working on getting people to talk about the princes question eh!

Meanwhile, Queen CC and her queenly court were busy indeed. They continued to do the things that the kings and princes were trying to figure out. You see, they already knew what people did when they were not being kings or princes! They called on many others who had big hearts and little money and together they began to sing: “I can do a little of this, and I can do a little of that.” And the magic grew and grew. They continued to seek sanctuary at the Palais Portage. The song grew to a chorus of many big hearts, great laughter and a belief that the Prince of Zeal must be helped to find his own way.

And so the wisdom came together in the land of the Lord of Elgin. The Prince of Zeal’s question would be asked. Bert would help them talk. King UK would gather the wisdom together, and the Wizard of Cong would await the results with more magical and crisp advice.

And Queen CC and the queenly court learned once again to always believe in magic, always be big of heart and always believe Mae West who once said: “I’ve been rich and I’ve been poor. Rich is better!” And the unsuspecting Queen CC learned that the next time the Prince of Zeal voyages to the land of the Lord of Elgin with another question...well, what she learned will be the stuff of the next story!

Lynne Bezanson
Executive Director, CCDF and Queen CC