

History of the National Managers' Community (NMC)

- **1998–2000: The Beginning**

The NMC was formally launched in 2000, uniting regional manager communities inspired by La Relève. Its mission: to support managers by fostering networks, promoting learning, and addressing their unique needs. Michelle Comeau, then Associate Deputy Minister with Agriculture and Agri-Food Canada, and Michael Nurse, then Associate Deputy Minister with Public Works and Government Services Canada, were the community's first Champions. They were instrumental in the creation of the NMC, and an ADM Advisory Board and Regional Coordinators soon followed to amplify its impact nationwide.

- **2001–2007: The Formative Years**

Strong partnerships with the Leadership Network and the Canadian Centre for Management Development defined the NMC's early success, alongside the first National Managers' Forum in 2001. In 2024, Ric Cameron, then Assistant Deputy Minister with Canadian International Development Agency, was appointed Interim Champion for the NMC following the retirement of Mike Nurse. Despite funding challenges, a business case in 2005 secured long-term stability, while external reviews highlighted the NMC's unique ability to unite public service managers.



National Forum 2004, Québec City

The Hay Group was commissioned to conduct an external review and the report quote: “the NMC had the capacity to reach the entire managerial community in the public service in a non-fragmented, holistic manner and was the sole body through which the entire community of public service managers could be addressed.”

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- **2014–2020: Transformation and Modernization**

In 2007, François Guimont was appointed as Deputy Minister Champion for the NMC. Under his leadership, the NMC focused on increasing stability, implementing its new funding model that helped in enhancing its governance structure.

Under Deputy Minister Champions Karen Ellis (2014–2017) and Christine Donoghue (2018–2020), the NMC evolved from delivering formal training to fostering partnerships and addressing managers' needs. During this time, the NMC solidified its role as a vital network connecting managers, and focusing on regional inclusiveness. The NMC leveraged its ability to be a two-way conduit for communicating with managers and senior leaders, and grew in its role of representing a strong voice for managers in the public service, using modern tools and partnerships that gave them even greater influence and impact.

- **2020–2022: Adapting Through the Pandemic**

Arun Thangaraj was appointed as Deputy Minister Champion in 2020, at a time where the NMC faced the unprecedented challenges of the COVID-19 pandemic. The community rapidly transitioned to virtual programming to support managers through remote leadership, mental health concerns, and a virtual world. This adaptation expanded the NMC's reach and reinforced its relevance. The period also marked the launch of the Call to Action on Anti-Racism, Equity and Inclusion in the Federal Public Service, by the Clerk of the Privy Council, following significant world events of racism and discrimination.

- **2022–Present: A Hybrid Future**

Under Arun Thangaraj's continued leadership, the NMC reintroduced in-person events alongside virtual offerings in 2022. The NMC Newsletter and the Managers' Connect in-person regional events series have become recurring highlights in the community's annual programming, further demonstrating the impact, relevance and benefits of re-connecting, sharing stories, socializing and discussing common concerns. The NMC continues to grow, with a distribution list now reaching over 13,000 members. Additionally, the NMC regional Steering Committees' engagement is reigniting, with active participation and enthusiasm driving new ideas and initiatives forward.

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