

PEO Strategic Plan 2015-2017

Purpose: To approve the Strategic Plan, associated strategies and the communications roll-out for the document.

Motion to consider: (requires a simple majority of votes cast to carry)

That Council:

- a) approve the Strategic Plan as presented to the meeting at C-497-3.1, Appendix A;
- b) approve the Strategies associated with the Strategic Plan Document as presented to the meeting at C-497-3.1, Appendix B;
- c) instruct the Registrar to prioritize the Strategies largely in accordance with the Strategic Plan Council Survey Results as presented to the meeting at C-497-3.1, Appendix C;
- d) authorize the Registrar to publicly release the Strategic Plan in accordance with the Communication Plan as presented to the meeting at C-497-3.1, Appendix D;
- e) instruct the Registrar to provide updates on the progress of realizing the approved Strategies at the March, June and September Council meetings for the duration of the Plan period; and,
- f) review, update and revise the Strategies, as circumstances warrant, as part of its June workshop for the duration of the Plan period.

Prepared by: Gerard McDonald, P.Eng. , Registrar

Moved by: J. David Adams, P.Eng., MBA, FEC, President

1. Need for PEO Action

A Strategic Plan is a fundamental tool and resource used to orient and align the work of an entity. It also provides senior management an essential means of leading and managing the organization. In March 2014, Council set out to create a new strategic plan to focus our activities for the next three years, from 2015 through 2017.

Over the course of the past six months, senior management, staff, volunteers and Council members have deliberated upon the strengths and weaknesses of the organization and perceived opportunities and threats it would be facing over the plan period. New mission and vision statements were solicited and refined and core values for the organization were reconfirmed. Finally, strategic objectives for the plan period were articulated.

Once finalized, the goal areas and strategic objectives set by this Plan will determine the priorities for PEO programs and initiatives, and provide guidance for Council, committees, task forces and staff. Council will monitor the plan's ongoing progress. The strategies to realize the plan's strategic objectives will be reviewed annually as part of our budget planning cycle.

2. Proposed Action / Recommendation

That Council approve the above motion. All costs related to the implementation of the Plan have been included in the 2015 Operational Budget.

3. Next Steps (if motion approved)

If approved by Council the Strategic Plan will be rolled out in accordance with the Communications Plan. Council will be updated on the Plan at periodic intervals and the associated Strategies will be reviewed and updated on an annual basis.

4. Peer Review & Process Followed

<p>Process Followed</p>	<ul style="list-style-type: none"> • PEO Council authorized work to begin on a strategic plan In March 2014 and passed the following motion: “That Council direct the Registrar to use the June Council workshop for strategic planning discussions.” • In early April 2014 PEO’s Senior Management Team began discussion on the major elements and structure for the strategic plan • In April 2014 the framework for a strategic plan was presented and discussed at the Penta Forum. • In May 2014 the proposed elements of a strategic plan were deliberated at the Committee Chairs Conference. • In May 2014 a writing team of mid-level managers was struck to structure the Strategic Plan document. • In May and June 2014 PEO staff at all levels were engaged in developing the strategic objectives and strategies associated with the plan • At its Council workshop in June 2014 PEO Council deliberated upon the strengths and weaknesses of the organization and perceived opportunities and threats it would be facing over the plan period. New mission and vision statements were refined and core values for the organization were reconfirmed. Finally, strategic objectives for the plan period were articulated. • Over the course of the summer 2014 the plan was refined and commented upon by Council members. • At its September 2014 meeting Council reviewed the first draft of the Plan and suggested revisions and improvements • In October 2014 Council members were asked to prioritize the proposed strategies.
<p>Council Identified Review</p>	<ul style="list-style-type: none"> • The plan was distributed to all PEO standing committee chairs for review and comment. • Identified stakeholders (Ontario Society of Professional Engineers, Ontario Association of Certified Engineering Technicians and Technologists, and Engineers Canada) were also sent the plan for review and comment.
<p>Actual Motion Review</p>	<ul style="list-style-type: none"> • N/A

5. Appendices

- Appendix A - 2015-2017 Strategic Plan
- Appendix B - Comprehensive Strategies
- Appendix C - Strategy Priorities
- Appendix D – Communications Plan