

SYNERGY REVIEW

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Synergy Task Force

- July 2008 - Board established the Synergy Task Force to explore ways in which Engineers Canada could improve its processes to better serve its Constituent Associations and the engineering profession as a whole.
- March 2010 – Board approves recommendations
- March 2013 – Board approves full set of policies - implementation of policy governance

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Summary of Synergy Changes

- Governance guiding principles and success measures established
- Adoption of redistribution formula to add Constituent Association directors, resulting in 4 additional directors:
 - Ontario 3 to 5, Quebec 3 to 4, Alberta 2 to 3
- 4 advisors added to the Board to provide improved linkages AB, QB, the CEO group and the NCDEAS
 - CEO continued as an advisor
- Members of the Canadian Engineering Leadership Forum are invited to participate to Board meetings as observers
- Assembly of Constituent Associations
 - annually approve a high level business plan and all special project funding
 - voting protocol changed to use a fully weighted vote and a 60% approval threshold.

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Summary of Synergy Changes

- Regional appointments to Executive Committee
- One advisor added to the Executive Committee.
- Clarification of the role of the Presidents' Group.
- Recommended linkage of Engineers Canada Director with the Constituent Association council, where constituent association asked to consider a suggested Terms of Reference for the Director.
- New role for **Past-President**
 - Process for ongoing review of governance
 - **Conduct full review of the effectiveness of the 2010 changes to take place in May 2015.**

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Synergy Changes

- Presidents' Group
 - Informal meetings of the Presidents are opportunities facilitated by Engineers Canada for networking and discussions with peers for exchange of ideas and to learn about key issues of the associations.
 - Identification of emerging issues and actions should be communicated to the Board of Directors through the Constituent Association directors.
 - The Presidents Group is not required to present reports to the Board.

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Five Guiding Principles for the Governance of Engineers Canada

1. Provide full and fair representation by Constituent Associations.
2. Ensure the commitment and engagement of the Constituent Associations.
3. Provide role clarity on the activities/initiatives where the Constituent Associations require Engineers Canada to develop a national consensus and take a lead role when requested.
4. Ensure open and transparent communications.
5. Ensure timely and committed decision-making.

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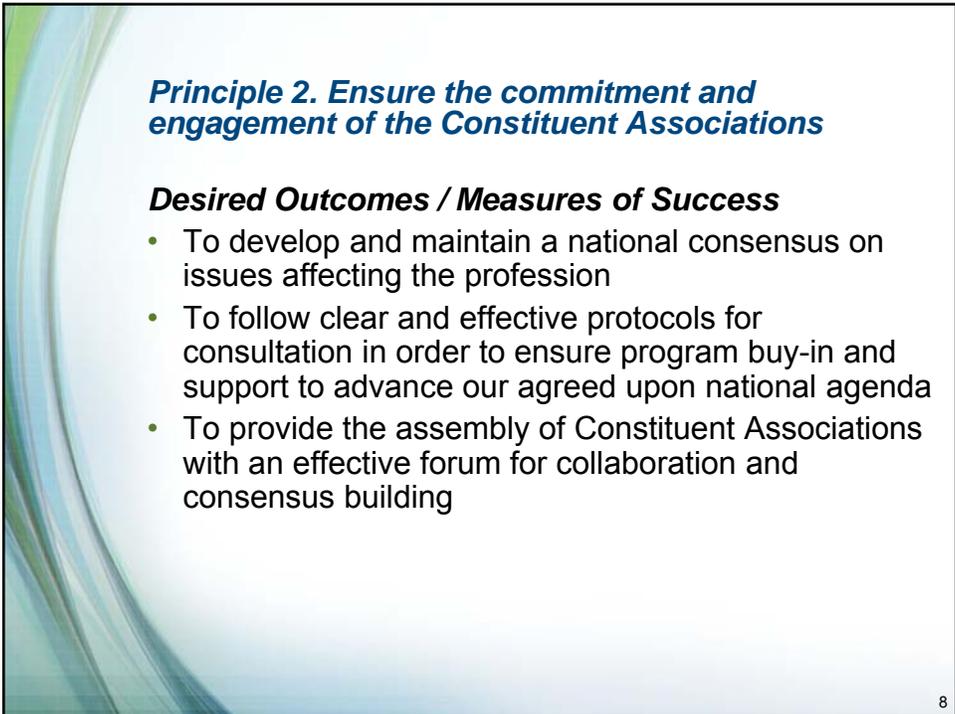


***Principle 1. Full and Fair Representation
by Constituent Associations***

Desired Outcomes / Measures of Success

- To achieve a balance between regional representation and serving the national interest

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***Principle 2. Ensure the commitment and
engagement of the Constituent Associations***

Desired Outcomes / Measures of Success

- To develop and maintain a national consensus on issues affecting the profession
- To follow clear and effective protocols for consultation in order to ensure program buy-in and support to advance our agreed upon national agenda
- To provide the assembly of Constituent Associations with an effective forum for collaboration and consensus building

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Principle 3. Provide role clarity on the activities/ initiatives where the Constituent Associations require Engineers Canada to develop a national consensus and take a lead role when requested.

Desired Outcomes / Measures of Success

- To ensure clarity in the roles and responsibilities for all involved
- Clarity on conflicts of interest directors need to be able to represent their Constituent Associations in addition to Engineers Canada
- To maintain Engineers Canada as an effective instrument in the service and advancement of the engineering profession

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Principle 4. Ensure open and transparent communications

Desired Outcomes / Measures of Success

- To ensure that Engineers Canada contributes to the development of a full understanding of national issues
- To publicly show the linkage of all Engineers Canada initiatives and activities back to its mandate
- To remain the Voice of the profession in a manner consistent with the spirit and contents of the Letters Patent of Engineers Canada
- To circulate a summary report to all Constituent Associations after each Engineers Canada Board meeting

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Desired Outcomes / Measures of Success (continued)

- To maintain a repository of all comments and submitted documents for consultation published on the website
- To ensure that the decision making process is clear, transparent and that relevant comments provided during consultations are considered
- To publish survey results
- To ensure that decisions are both supported and communicated to Constituent Associations.
- To ensure that Engineers Canada contributes to the development of a full understanding of national issues

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Principle 5. Ensure timely and committed decision-making

Desired Outcomes / Measures of Success

- To follow clear and effective protocols for consultation in order to ensure program buy-in and support to advance our agreed upon national agenda
- To ensure that the decision making process is clear, transparent and that relevant comments provided during consultations are considered.

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Desired Involvement the Review?

- By the Board
- By the Constituent Associations
 - Councils
 - Presidents
 - Chief Executive Officers

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Thank you!

Comments to jim.beckett@telus.net

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