



Leadership Agreement¹

This agreement establishes the mutual working relationship between the President-elect and the CEO/Registrar.

- ✓ We agree to share mutual respect and understanding of our different roles and responsibilities.
- ✓ We will work to ensure Council defines what constitutes success/value when it provides policy and program direction and have a protocol to monitor progress and adjust strategy as may be required.
- ✓ We will utilize a knowledge based methodology for all key issues.
- ✓ We will assure that decision making is based on quality, factual information so that our decisions and programs have a balanced impact on our membership and the public interest.
- ✓ We will be aware of how our decisions and actions affect others and will consult with the PEO leaders, throughout the association, who might be affected before taking any significant action or decision.
- ✓ We recognize the importance that leadership continuity and communication has on the effectiveness of PEO. We will work with Council and the senior staff to enhance leadership at all levels within PEO.
- ✓ We will be open, direct, and truthful with our ideas and opinions; and we will respect and maintain the confidentiality of specific issues or situations.
- ✓ We will cooperate and focus our energies on setting directions and providing strategic thinking as we lead PEO.
- ✓ As we strive to meet our personal goals, we will try to do so in a way that does not sacrifice meeting PEO's goals and objectives.
- ✓ We will give every policy and program the best chance to succeed regardless of personal feelings.
- ✓ We will encourage everyone to resolve issues at the lowest possible levels through the established chain of command.
- ✓ When encountering a PEO member or staff member demonstrating undesirable behaviour, we will stop and correct or clarify the issue or behaviour to avoid silence from being interpreted as agreement.
- ✓ We will agree and disagree on particular subjects without personalizing the issues. If conflicting opinions arise, we will listen; we will try not to be defensive, but will work to resolve the issue.
- ✓ We will conduct ourselves professionally and respectfully at all times.
- ✓ We will publicly support each other in performing our duties and only offer constructive criticism in private.
- ✓ We will expect to have a good time as we work together.

J. David Adams, P.Eng.
President-elect
Date: February 27, 2008

Kim Allen, P.Eng.
CEO/Registrar
Date: February 27, 2008

¹ Adapted from materials provided at the CEO Symposium on February 24-25, 2008 attended by David Adams and Kim Allen.