



Professional Engineers
Ontario

ROADMAP to TRANSFORMATION

CLARITY OF PURPOSE

2020»2022
STRATEGIC PLAN

2020»2022 STRATEGIC PLAN

PEO has committed to completing an enterprise-wide transformation based on three transformational pillars.

This plan outlines the three transformational pillars and related strategic priorities required to establish the clarity of purpose that is fundamental to achieving our change vision: To become a professional, modern regulator that delivers on its statutory mandate and is supported by a governance culture that consistently makes decisions that serve and protect the public interest.

CONTENTS

- 3 » Company Overview
- 4 » Roadmap to Transformation
- 5 » Change Vision
- 6 » Transformational Pillars
- 7 » Strategic Priorities Roadmap



COMPANY OVERVIEW

MISSION STATEMENT

PEO's mission is to regulate and advance the practice of engineering to protect the public interest.

VISION STATEMENT

PEO's vision is to be the trusted leader in professional self-regulation.

CORE VALUES

PEO's core values are intended to inform the behaviour of its members, staff, and volunteer leaders.

- » Accountability
- » Respect
- » Integrity
- » Professionalism
- » Teamwork

SUMMARY

Established on June 14, 1922, PEO is the licensing and regulating body for professional engineering in the province. PEO operates under the authority of the *Professional Engineers Act* to serve and protect the public interest by setting and upholding high academic, experience and professional practice standards for the engineering profession. Individuals licensed by PEO are the only people permitted by law to undertake and assume responsibility for engineering work in Ontario.

2019

Action Plan & Activity Filter

Council approved a three-year action plan and activity filter to address all recommendations from the external regulatory performance review. This serves as one component of an overall strategy that also includes implementing the structural changes to PEO's operational organization required to produce the capacity and agility needed to achieve the objectives; and integrating the work of the governance advisor to assist Council in enhancing its governance capabilities.

2018

External Regulatory Performance Review

Council approved a motion to have an external regulatory performance review conducted to identify any gaps between PEO's current practices and the process, procedures and policies exhibited by the best regulators. This voluntary initiative was undertaken as part of Council's commitment to ensure that PEO is effectively fulfilling its mandate as set out in the *Professional Engineers Act*.

2020

Governance Roadmap

Council approved a two-year Governance Roadmap to be implemented over four phases that include: enhancing Council effectiveness through regulatory and governance mandates and policy; governance effectiveness of PEO committees' structure and mandates; Council selection and composition; and reviewing and improving the governance effectiveness of PEO chapters and volunteers.

2020–2022

Clarity of Purpose

The 2020–2022 Strategic Plan: Roadmap to Transformation outlines the three transformational pillars and related strategic initiatives, the results of which will provide the clarity needed to determine PEO's direction in 2023 and beyond. Work includes a focus on incorporating diversity, equity and inclusion best practices into all PEO systems and operations. The planning and consultation process for the 2023–2025 Strategic Plan will begin in 2022.

2023–2025

Strategic Plan



CHANGE VISION

PEO aspires to become a **professional, modern regulator** that delivers on its statutory mandate and is supported by a governance culture that consistently makes decisions that **serve and protect the public interest**.



ENHANCED GOVERNANCE STRATEGIC PRIORITIES

- » Ensure appropriate governance and committees that adhere to PEO's strategic priorities and regulatory mandate
- » Decisions on non-governance, non-regulatory work
- » Board renewal (composition, competencies, evaluation)
- » Implement professionalized regulatory practices based on right-touch regulation principles



OPERATIONS STRATEGIC PRIORITIES




- » Review, simplify and modernize P.Eng. licensing process
- » Implementation of a mandatory CPD program
- » Incorporate diversity, equity and inclusion best practices into all PEO systems and operations
- » Develop modern IT infrastructure and business practices to increase efficiency and maintain data security



ORGANIZATION STRATEGIC PRIORITIES

- » Incorporate diversity, equity and inclusion best practices into all PEO systems and operations
- » Future of work
- » Change management & enterprise-wide transformation communications

STRATEGIC PRIORITIES ROADMAP

STRATEGIC PILLAR	2020–2021	2022
	BEGIN PLANNING AND CONSULTATION PROCESS FOR THE 2023-2025 STRATEGIC PLAN	
	Committees Structure & Mandate	Define Roles of Chapters & Volunteers
	Board Renewal (Composition & Selection)	Board Evaluation
	Governance Roles & Responsibilities	Required Legislative Changes
	Agenda Mgmt. Process	Governance Diversity, Equity & Inclusion
	Orientation & Onboarding	
	Regulatory Operations: Licensing Backlog & Process	
	Operational Roles & Responsibilities	Regulatory Operations: Licensing Categories & Qualifications
	Legislation & Policy: Mandatory CPD Implementation	
	Operational Diversity, Equity & Inclusion	
	IT Systems/Data Security/Digitization	
	Executive Team Leadership	Future of Work
	Organizational Diversity, Equity & Inclusion	
	New, Must-Have Roles	Employer of Choice: Education, Sustainability, Talent, Succession Planning
	Automate Processes & Systems	
	Change Management & Enterprise-Wide Transformation Communication	

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40

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