

# Engineering Leadership Council Programs

Today's market is changing. Developers, regional communities, Engineering firms and their employees are aware of increasing environmental and social challenges, which, if not properly addressed can threaten a project's social license to operate. This has led to an increasing number of RFx<sup>1</sup> that ask firms to include social and environmental impact assessments in their bids. However, most engineering firms are not yet equipped with the skills, tools and knowledge necessary to meet the developers' requirements.

The Engineering Leadership Council (ELC) was created to provide specialised tools and services to support the evolution of Engineering in Canada. Specifically, the ELC aims to:

- Raise the standard of excellence for the Engineering industry in Canada.
- Gain social licence to operate prior to bidding:
  - Provide third-party facilitation for community engagement.
  - Improve communications channels between the stakeholders.
  - Create a shared vision between developers, Engineering firms and regional communities on specific projects.
- Build the capacity of Engineering firms to address social and environmental impact criteria.
- Boost the performance of teams through team-building and assisting employees to create more meaningful impacts in their work.
- Provide common platform for the industry to share engagement success stories and lessons learned, reducing costly mistakes.
- Continuously evolve offerings to meet the changing needs of industry.

More information on the program offerings are outlined on the following pages. Please feel free to inquire about any of our existing offerings, or to contact us to for a customized service tailored to your specific needs.

<sup>1</sup> RFx can include: RFP, RFT, RFQ, RFEOI, etc;

For more information or to sign up for a program, please contact:  
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# Summary of Program Offerings

## Leadership Development Package .....4

*Develop your organisation's internal capacities to deliver high quality, meaningful projects. This package has many offerings to assist your organisation to: Gain expertise in social and environmental impacts, increase employee retention, and create higher performing teams.*

- Individual & Organisational Capacity Building
  - Tailored solutions to increase an organisation's skill and knowledge base around socio-environmental impacts
- Topic-Specific Training Sessions
  - Open seminars and workshops around specific topics

## Pre-Procurement Engagement .....6

*Requirements have changed, and pre-procurement is the most strategic point in the process to meet the new requirements. The Engineering Leadership Council provides a third-party facilitation service to gain input and buy-in from developments' multiple stakeholders, driving the cutting edge of best practices forward to new horizons.*

- Pre-procurement roundhouse and local community engagement through technology

## Community of Practice ..... 8

*Spreading the news – communicate the best practices, new ideas, and good work being done. Get support on making projects better. Interactions are in-person and online.*

- Peer-reviewed endorsements to substantiate Engineering firms' successful completion of projects.
- Peer-to-peer learning.
  - Peer mentoring opportunities.
  - Thought-Leader Podcasts.
    - Industry leaders share insights and experiences.
  - Share Q&A with peers and industry leaders in discussion groups and forums.
  - Suggest and vote on ELC's content, topics and speakers.

# Leadership Development Package

*Develop your organisation's internal capacities to deliver high quality, meaningful projects. This package has many offerings to assist your organisation to: Gain expertise in social and environmental impacts, increase employee retention, and create higher performing teams. See below to determine which parts of the package best suit your organisation's needs.*

## Benefits

The benefits of the *Leadership Development Package* to your organisation can include:

- Winning more bids with social and environmental impact criteria
- Have confidence when addressing the social and environmental impact section of RFx.
- Create projects that reflect the needs of the community.
- More meaningful working environments, resulting in:
  - Attraction and retention of top talent.
  - Improved employee morale and productivity.
  - Sense of shared pride in the projects.

## Capacity Building Description

The *Capacity Building* program is for organisations with gaps in their skill and knowledge base that want tailored solutions in the following areas:

- Technical capacity to deliver social and environmental impact.
- Understand and calculate budget allocations for social and environmental criteria in RFx.
- Understand the client's unique needs, risks and business case.

## Who is it for?

This program can be for *individual employees, teams and organisations*.

## How?

ELC will work with your organisation to:

- Assess your organisation's unique needs and goals.
- Create a customized curriculum that varies in content, length and who participates (individual employees, teams, the whole organisation).

## Investment

Determined on individual basis.

## Topic-Specific Training Sessions

### Description

The *Training Sessions* are industry seminars and workshops around specific topics. The seminar series will be 1-8 hours in length, given by speakers with expertise on the topic. The workshops will be a chance for more hands-on learning of new practices and tools, and will vary in length. The sessions will address the same areas as the *Capacity Building* program according to demand:

- Technical capacity to deliver social and environmental impact.
- Understand and calculate budget allocations for social and environmental criteria in RFx.
- Understand the client's unique needs, risks and business case.

## Who is it for?

These sessions are good for *individuals* and *teams* who already have baseline knowledge in the respective topic area and are looking to participate with others from the industry. These seminars will vary in required skill level.

## How?

ELC will release a schedule with topics, agendas and prices. Participants will need to meet the minimum requirements for participation. Anyone can suggest seminar topics.

## Investment

TBA – less time, resource and financial investment than the tailored *Capacity Building* program.

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# Pre-procurement Engagement

*Requirements have changed, and pre-procurement is the most strategic point in the process to meet the new requirements. The Engineering Leadership Council provides a third-party facilitation service to gain input and buy-in from developments' multiple stakeholders, driving the cutting edge of best practices forward to new horizons.*

## The aims are:

- To have clarity on social impact project specifications prior to procurement. The specifications developed in this process can lead to better projects that consider:
  - *Developer's Perspective*: Increase social license to operate.
  - *Contractors & Consultants' Perspective*: Fit within technical, material and financial requirements.
  - *Local Community's Perspective*: The solutions meet the real needs of the region.
- To develop trust and common language between developers, Engineering firms and regional communities — leading to community-supported projects.

## Description

*Pre-Procurement Engagement* is customized to each project and can include:

- In-person multi-stakeholder engagement roundtables; aiming to set project boundaries, find common understanding and applied solutions.
- Reach thousands of stakeholders through effective engagement technology, delivered online and in kiosks that:
  - Create shared-ownership with local communities to find solutions within set budgets
  - Educate community members on the planning process as they engage
  - Creates better quality plans that consider all stakeholders needs, desires and boundaries

## Who is it for?

This service is for:

- *Developers* who wish to increase their social license to operate, and deliver better projects.
- *Contractors & Consultants* who want to know what to include in the social and environmental aspects of the RFx.
- *Local Communities* who want to be more involved in the decision making process of projects that impact their lives.

## How?

ELC and our partners will work with your organisation to:

- Assess the project's unique needs and goals
- Create a customized engagement strategy that can include in-person and online engagement

## Investment

Determined on an individual basis.

# Community of Practice

*Spreading the news – communicate the best practices, new ideas, and good work being done. Helps to build a case for innovative ways of moving forward and reduce costly mistakes. Interactions are in person and online.*

## Benefits

The benefits of the *Community of Practice (COP)* can include:

- Reduce costly mistakes by sharing Best Practices, case studies and lessons learned.
- Support engineering project professionals to experience a sense of purpose and meaning in their work.

## Endorsements

### Description

*Endorsements* are the opportunity for Engineering firms to improve and substantiate their successful completion of projects through a peer-reviewed process. These will be showcased on the Engineering Leadership Council's website to potential clients, and can also be used in the firm's marketing to increase visibility and credibility.

### Who is it for?

Endorsements are for *Engineering firms* who are proud of their work and wish to share their success with potential clients. This also provides material for developers to gain better understanding of projects in the industry, and to know who is leading the industry.

### How?

Throughout the process, the Engineering firm can engage in receiving peer-review feedback on their project plan. ELC will coordinate the following process:

1. *Engineering firm*: Submits project description.
2. *Peer-Reviewer*: Provides constructive feedback according to peer-review guidelines.
3. *Editor*: Ensures the advice is constructive.

4. *Engineering Firm*: Receives and implements feedback according to their capacity and professional judgment.
5. *ELC*: Publishes the endorsement online.

*Confidentiality: The engineering firm maintains control over what becomes public information and what remains part of the confidential process. ELC reserves the right to withhold endorsements that do not meet minimum requirements. Confidentiality of project details will be strictly maintained prior to publication of the endorsements.*

## Investment

Determined on an individual basis.

## Peer-to-Peer Learning

### Description

*Peer-to-Peer Learning* is the opportunity for professionals working in the field of Engineering to benefit from peer-interaction to:

- Create a community of practice.
- Be exposed to the Best Practices and cutting-edge innovations.
- Hone skills and knowledge in interesting topic areas.
- Set and achieve personal learning objectives.
- Be empowered to create meaningful working lives.

For now this will be hosted on a blend between the ELC's website and the Facebook group, with the aim to create an online platform that hosts the online interactions.

### Who is it for?

This site is for *individuals* who seek to learn more about what is possible, and how to practically apply concepts.

### How?

Sign up for a membership with ELC (individual or corporate) and gain access to the following in-person and online services:

- Peer mentoring opportunities.
- Thought-Leader Podcasts.
  - Industry leaders share insights and experiences.
- Share Q&A with peers in discussion groups and forums.
- Suggest and vote on ELC's content, topics and speakers.

## Investment

Individual yearly memberships are \$150, with corporate discounts available upon request.

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