

Draft #1

Subject Line – One year later

Having recently marked my one year anniversary at the IESO, I had a chance to look back over the eventful and busy past 12 months and reflect on the changes and progress that we have made, but also look ahead to what's in store for us.

I know we have seen a fair amount of change over the past year and while change can be disruptive I think it is important to recognize that the changes we have made and will continue to make are essential to the health of our organization.

Some of the changes have occurred at the executive level. I have put significant focus and effort on the Executive Leadership Team, ensuring we are aligned, working together and focused on leading our organization. I am pleased that the team has started to trust each other more, collaborate more and begin important, strategic discussions. We welcomed some new faces to the team ... Alex, Marcia and now Barbara ... and they have brought a fresh perspective that coupled with the deep knowledge of the organization and sector held by Terry, Mike and Leonard, have enabled us to strategically focus on our key strategic priorities.

Leonard is bringing a needed singular focus on the broad spectrum of planning, operations and market renewal, making sure that all aspects of the three areas are equally considered as we move forward. With our IT dependencies, Alex is ensuring our tools and systems enable our organization to work effectively and productively with a focus on preparing us to adequately address the cyber security challenges that are likely to come our way.

In addition to being our General Counsel and providing the critical legal advice that comes with that responsibility, Mike is steering our contract management responsibilities as we move towards new procurement processes. Marcia is developing an HR strategy for the organization, and building a team to support its implementation with a particular focus on leading our engagement efforts with employees.

Terry is heading up our policy-related efforts, including developing the relationships we need to effect the creation of effective energy policy that will serve this province, with a particular objective on enabling innovation in our sector. And our newest VP Barb, is driving improvements in our procurement processes with a current focus on leading the development of our next three year Business Plan.

Glenn McDonald and Julia McNally, with their specific accountabilities for Market Assessment and Compliance and Internal Audit help to round out the ELT.

I know for a number of us, it has been a challenging year. While I am proud of the progress that we have made, in some respects we are just getting started. We are spending some time this month defining the organization we want to be and fleshing out what *IESOne* means to all of us. As this work progresses, I will be looking for ways to get your input.

Over the last 12 months, I have come to appreciate what a great organization this is and the tremendous commitment that employees have made ... and continue to make to our success. Perhaps my biggest challenge is spending more time in the office ... or in my case my office at Clarkson and my office at Adelaide. Like most CEOs, there is a need for me to stay focused on our external environment, working with stakeholders, customers, government officials and others to ensure the IESO's perspectives are considered. That said, I will be looking for ways to continue engage with everyone across the organization, to hear what's on your mind and to tell you what's on mine. I learned a lot through my listening tour when I first arrived and I am planning to repeat this process in the next few months. Stay tuned for more information.

In the meantime, I have another webinar Town Hall booked for Wednesday. I look forward to your questions at that time.

Peter