



Management Approach: Innovation

Innovation is an essential element of our past and future success and our innovation strategy combines proven ideas with curiosity, creativity, and digital-forward approaches to find new ways to meet client challenges, increase efficiency, and improve profitability.

To promote innovation, facilitate collaboration, and advance environmental and social thought leadership, Stantec annually invests in grants and research.

The Innovation program includes the following components:

Micro-grants

Stantec employs great people, and our people have great ideas. Stantec supports employees early in the ideation process with timely, agile support to develop their ideas. Ideas are easily submitted through an Idea Machine app installed on the desktop of all employee computers.

Greenlight Grants

Our Greenlight Program takes innovative ideas a step further by funding early-stage prototypes and research proposed by employees. We try to focus these efforts on projects that address mega-trends like climate change and urbanization, and favor the creation of interconnected, digital products to address the challenges faced by our communities. Grant recipients are assigned collaborative coaches for support in developing their ideas.

Innovation Fund

Once we have generated a prototype for an idea, the innovation fund offers more significant funding to scale an idea into a minimum viable product. The goal of this is to create a viable pathway for implementing innovative ideas in the market, while still providing significant support. Otherwise, many innovations remain “thought leadership” exercises, and don’t get a chance to transform the industry.

Blue Ocean Strategy Process

Utilizing a framework developed by professors W. Chan Kim and Renee Mauborgne, we strategically explore new ideas that create a leap in value for the company while unlocking new demand. Many ideas explored result from opportunities presented by megatrends such as climate change, urbanization, and water scarcity.

Innovative Business Opportunities

For a limited number of opportunities we believe can make a transformative impact on Stantec, we have an independent funding mechanism with available time and money for detailed idea development. These opportunities are intended to become financially self-sustaining businesses or products.

Innovation Forum

Our Company accesses talent from around the world and understands that great achievements come from collaboration. We foster and support a high-performing culture and a stimulating work environment where we can learn from each other. Each year, we sponsor an Innovation Forum that brings employees from around the world to recognize and celebrate our most innovative projects and the people behind them, share best practices, and promote cross geography and business line collaboration. Due to the COVID-19 pandemic, the Innovation Forum was not held in 2020, and will be conducted virtually in 2021.

Research

Stantec employees frequently carry out research when directly serving clients or when strengthening capacity in anticipation of client needs. To support such efforts, we provide an R&D Resource eLibrary, pursue collaboration options with academic institutions, and partner with academic researchers to access federal funding for research.