

Directors' Core Competencies

1. Governance

- 1.1. Demonstrates an understanding of the distinction between governance and management and acts appropriately in a governance role.
- 1.2. Shows a good appreciation of the Corporation's mission and strategic plan, and is able to evaluate and provide insight into strategic direction.
- 1.3. Contributes to the achievement of the Corporation's objectives by effectively applying knowledge, experience and expertise to the issues challenging the Corporation.
- 1.4. Provides insights into Board effectiveness and identifies opportunities to enhance Board application of governance models and theoretical frameworks.

2. Knowledge and Judgement

- 2.1. Demonstrates adequate knowledge of the profession to understand and question the assumptions upon which the Corporation's business plans are based.
- 2.2. Demonstrates sufficient knowledge of financial matters to judge financial indicators of the Association's performance.
- 2.3. Appropriately questions data and information presented to the Board for its deliberations.
- 2.4. Demonstrates an ability to identify the costs, benefits and risk implications of Board decisions.

3. Participation and Preparation

- 3.1. Shows diligent preparation for meetings (is prepared, knows material and actively participates).
- 3.2. Arrives on time, is attentive and present for the duration of all meetings.
- 3.3. Available when needed, accessible and approachable.
- 3.4. Accepts and volunteers for tasks and related work that furthers the strategic direction of the Corporation.

4. Communication

- 4.1. Respects the confidentiality of the Corporation's business information and the deliberations of the Board
- 4.2. Contributes meaningfully and knowledgeably to Board discussions, providing valuable input and advice to management and the board.
- 4.3. Expresses views frankly and openly in Board meetings.
- 4.4. Listens to, respects and encourages the expression of opinions by other board members.

5. Teamwork

- 5.1. Demonstrates a high standard of personal values and ethics and expects ethical behaviour by members of the Corporation.

- 5.2. Interacts well with other Board members, staff and membership as appropriate.
- 5.3. Shows sensitivity to complex relationships that exist among governments, the association, special interest groups, the Board Chair and CEO.
- 5.4. Understands the importance of solidarity in Board decisions, even though the Director may not agree with the decision taken.

6. Overall Board Performance

- 6.1. Makes a positive contribution to the long term viability of the association as a professional association and the succession of the Board.
- 6.2. Demonstrates an ability to assist the Board in meeting the strategic objectives of the Corporation.
- 6.3. Contributes to consensus-building and decision-making by consensus prior to simple majority voting.
- 6.4. Shows an understanding of and willingness to respond to members' needs.
- 6.5. Contributes to the overall effectiveness of the mission and preferred future of the Corporation.