

## Attachment Two: COMMITTEE CHAIRS & BOARD CHAIRS, MERIT- BASED COMPETENCIES

The board must appoint the chair Bylaw 2-14(1) In accordance with the merit-based selection principles used in the appointment procedure. The nomination committee must review all valid applications against merit criteria and may recommend one or more qualified applicants for the board to consider for appointment as committee chair.

The same criteria will be used for consideration of the Board Chair of the Board.

### BOARD/COMMITTEE COMPETENCE

**Proficient Member of Board/Committee:** the chair is the leader of the committee/board, and accordingly must possess all of the qualities required of a board/committee member, and more importantly, qualities that enable the person to perform a leadership role.

The individual is a current (or recent past) member of the committee/board.

### LEADERSHIP BASED SKILLS

**Impact & Influence:** The chair needs to have the ability to effectively manage meetings and develop and maintain relationships with board/committee members, FPBC staff, registrants, and stakeholders and at time be able to influence, persuade, or convince others to adopt a specific course of action.

**Holding People Accountable:** understands the roles, responsibilities and policies governing the board/committee and its members and holds members accountable to them. If breached, provides the member with an opportunity to improve and if not, takes enforcement and/or disciplinary actions.

**Conflict Resolution:** ability to recognize when compromises are required and to facilitate the prevention and/or resolution of conflicts related to the work of the board/committee and/or between its members and beyond.

**Developing Others:** ability to inspire committee members during meetings and related activities to contribute their skills and talents to the board/committee. Involves a genuine intent to foster development of others through coaching, managing performance, and mentoring.

**Long Term Focus:** ability to blend visionary thought and drive with pragmatism and perseverance. Involves being able to look forward to the future on behalf of the board/committee and inspire the members toward the vision by combining reasoned and realistic judgement.

**Solving Problems with Creativity & Cultural Agility:** involves having the knowledge and skill to foster creative problem solving in the committee/board through critical reflection, problem analysis, risk assessment, and supporting the committee/board to be open to unfamiliar experiences, transforming feelings of

nervousness or anxiety into curiosity and appreciation

## BOARD CHAIRS ONLY

**Board & Management Governance:** ability to develop a respectful and collegial working relationship with the Chief Executive Officer, while maintaining the relationship of accountability that allows the board to effectively supervise management.