



Board of Governors | Skills Matrix

Name: _____

Level of Experience: 3 = High 2 = Medium 1 = Low OR N/A																		
Indicate Level of Experience →	*Professional Designation	Board and Governance	Business Management	Diversity & Inclusion	Post-Secondary Education	Ethics	Financial Literacy	Government and Government Relations	Political Acumen/Sensitivity	Human Resources Management & Labour Relations	Information Technology	Legal	Public Affairs and Communications	Quality & Performance Management	Applied Research	Risk Management	Stakeholder Engagement & Community Involvement	Strategic Planning

Professional Designation(s): _____

*If you indicated a score of 1 – 3 for Professional Designation, please identify the designation(s) above

Definitions (continued on page 2):

Professional Designation	Any designation, e.g., ICD.d, Legal, Accounting, Project Management, etc.
Board and Governance	Knowledge and experience in best practice corporate governance, policies and processes Demonstrated experience of governance principles and practices at Board level Formal training in directorship/governance
Business Management	Large scale organizational and cultural change management and understanding business management models
Diversity & Inclusion	Experience working with diverse stakeholder groups and populations Understanding of unconscious bias and prevention techniques Strong links to the local community and ability to respond effectively to local needs
Post-Secondary Education	Sector knowledge
Ethics	Experience in balancing ethical issues related to governance and issues management Professional designation in ethics
Financial Literacy	The ability to understand conceptually the financial position of the organization as presented in its financial statements and the ability to: <ul style="list-style-type: none"> - analyze key financial statements - critically assess financial viability and performance - contribute to strategic financial planning - accountability frameworks
Government and Government Relations	Understanding of the political environment in which the College operates for decision making Can gain access to government officials/political leaders

Political Acumen/Sensitivity	Demonstrated experience in exercising political acumen in difficult matters Cultural sensitivity
Human Resource Management & Labour Relations	Experience in planning and implementing human resource strategies and labour relations negotiation mandates Experience in executive compensation planning and models
Information Technology	Knowledge and experience in governance of information management and information technology including personal information privacy, security risk management and business continuity
Legal	Holds a legal designation or experience applying relevant legislation as it relates to business issues, e.g., policy matters
Public Affairs and Communications	Demonstrated experience with identifying, anticipating and managing stakeholder expectations Issues management experience
Quality and Performance Management	Demonstrated experience in monitoring/evaluating quality initiatives and associated performance measurement and reporting for quality educational experience
Applied Research	Understanding of applied research in an academic setting Experience in applied research and integrating research into practice
Risk Management	Demonstrated ability to think critically about enterprise-wide risks and mitigation strategies including oversight
Stakeholder Engagement & Community Involvement	Demonstrated experience with identifying, anticipating, and satisfying stakeholder expectations High level reputation and networks in the local community including with community members and organizations and the ability to effectively engage and communicate with stakeholders Understanding of stakeholder mapping and strategies
Strategic Planning	Demonstrated ability to oversee strategic planning processes, objectives and progress