

CDSS Board Members Expectations Effective: January 2019

Working collaboratively with the Management Team, the Board of Directors is responsible for the governance of the College, including visionary leadership, establishment of the values, strategic plan, policy decision and overall direction to achieve the vision and mission. This will be achieved through a board with a diverse set of knowledge, skills and experience including but not limited to:

* Business/Management Experience
* Entrepreneurialism
* Financial Expertise
* Human Resources Management
* Risk Management
* Government and Community Relations

**Duties:**

* To be prepared for and attend all Board meetings.
* To prepare for and participate in the discussions and the deliberations of the Board.
* To be able to analyze the internal and external environment and identify current and future opportunities, challenges and risks, while reflecting on past experience, Board policies and processes.
* To actively participate in at least one committee of the Board.
* To foster a positive working relationship with other Board members and CDSS staff.
* To establish overall long and short term goals, objectives and priorities for CDSS in meeting the needs of the Saskatchewan people and members of the College.
* To publicly support and champion the College’s initiatives, Vision, Mission and Values.
* To remain impartial at all times and in the event of a conflict of interest or perceived conflict of interest, recuse oneself from the discussion and decision.
* Participate in scheduled conference calls.

**Behavioral Competencies:**

**Reliability and Commitment to Board**

- Available to prepare for and participate in Board meetings and at least one sub-committee of the Board as necessary.

**Ethics and Integrity**

- Makes sound decisions that support the organizational direction, values and mission. Has a clear understanding of right and wrong and freely admits to errors and takes steps to rectify the situation.

**Commitment to Continuous Improvement**

- Participates in training programs for the Board and shares knowledge and information with colleagues. Stays abreast of leading trends and practices in the industry.

**Critical Thinking**

- Analyzes the internal and external environment in order to identify current and future opportunities, challenges and risks while reflecting on past experience, board policies and processes.

**Consensus Building**

- Effectively builds constructive, friendly, professional relationships and networks within the Board and maintains external relationships that can provide information, and support.

**Commitment to College’s Purpose**

- Shows commitment to the vision, mission and strategic goals by having a solid understanding of the internal and external environment. Influences the College’s future plans and vision.

**Positive Impact and Influence**

- Maintains a professional and positive manner even under changing or uncertain and challenging conditions. Works collegially with a wide range of individuals to influence direction.

**Accountability**

 - Displays a high level of confidentiality and respects the sensitivity of information. Evaluates and responds to complex requirements that support the College’s direction.

**Strategic Thinking**

- Participates in strategic planning and anticipates trends in the external and internal environment, including new developments in the social and economic climate.

**Flexibility and Open-mindedness**

 - Respects, and relates well to, people of diverse backgrounds and perspectives. Able to respect and listen to opinions that are different from one’s own and be flexible in one’s decisions.

**Healthy Skepticism**

- Probes respectfully with objective questions to gain better understanding of issues while adhering to good governance practices.

**Ownership of Board’s Decisions**

 - Takes ownership and responsibility for supporting the College’s direction. Champions Board’s decisions within the membership regardless of personal opinion.