

## BOARD CHAIR SELECTION PROCESS

### POLICY

The incoming chair must be a current member of the Board and,

- a) should be approved by the Board one year prior to the conclusion of the current Board chair's term; and
- b) should serve as a vice-chair until the commencement of his or her own term.

### PURPOSE

It is in the interests of the hospital that there be succession planning and a smooth transition in the office of the chair.

### PROCESS

The Board shall mandate a Selection Committee to conduct the Board chair selection process and to recommend to the Board, for its approval, a nominee for incoming chair.

#### *Selection Criteria – Desirable Attributes*

- 1. Proven leadership skills.
- 2. Good strategic and facilitation skills; ability to influence and achieve consensus.
- 3. Act impartially and without bias.
- 4. Tact and diplomacy.
- 5. Powerful communicator.
- 6. Political acuity.
- 7. Must have the time to continue the legacy of building strong relationships between the hospital and stakeholders.
- 8. Ability to establish trusted advisory relationships with the CEO, Chief of Staff and other board members.
- 9. Knowledge of governance and a broad understanding of the health care sector.
- 10. Outstanding record of achievement in one or several areas of skills and experience used to select board members.

#### *Selection Process*

- 1. Potential nominees shall be determined by the Chair discussing with each Board member his or her interest in becoming Chair.
- 2. The Selection Committee shall be comprised of the current Chair, the immediate Past Chair, CEO and one other board member appointed by the Chair. If any of these persons are unable/unwilling to participate, the Chair will appoint another board member to the Selection Committee. Potential nominees shall not participate in the Selection Committee. The

Selection Committee shall canvas each board member to obtain views on the selection criteria and on the perceived strengths and weaknesses of possible candidates.

3. The Selection Committee may canvass senior leadership at the hospital to obtain input.
4. The Selection Committee will discuss findings and ultimately agree on a nominee to recommend to the Board.

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Approved: Board of Directors

Date: Nov 6/08, Apr 2010 (r), Dec 2012 (r)