



Introducing the draft Council and Committee Competency Profile

Consultation webinar

January 26, 2021

Why a competency profile?

- Health profession regulators like the College of Kinesiologists exist to protect the public interest
- In Ontario, many regulatory bodies are beginning to introduce changes to the way they govern themselves to help better serve the interests of the public

Why a competency profile?

- Changes are driven by calls from government to improve openness and accountability
 - College Performance Management Framework (CPMF)
- College's strategic plan for 2019-2022

Why a competency profile?

- First step in a larger journey of governance reform
- Implementation of clearly defined competencies for Council and committee members is a key component to ensuring effective governance
- Governance: *the way in which an organization is managed at the highest level, and the systems for doing this**

*<https://dictionary.cambridge.org/dictionary/english/governance>

The draft competency profile

- Defines the knowledge, skill, judgement, attitude, and experience (i.e. competencies) required of College Council and committee members
- Adapted from the Health Profession Regulators of Ontario's (HPRO) *Boards/Councils Competencies and Eligibility/Disqualification Criteria* document

The draft competency profile

The Competency Profile will be used to:

- Articulate the requirements to be a member of Council and/or committees
- Determine eligibility of individuals who wish to become Council or committee members
- Evaluate Council and committee performance

The draft competency profile

- Profile indicates the level to which a potential Council or committee member must possess the competency
- At a later date the College will define additional competencies for certain committees

Where the profile will be used

- The College's Council, or board of directors, is made up of:
 - 10 kinesiologists elected by their fellow kinesiologists and
 - 6-8 people appointed by the Ontario Government to provide the public's perspective
- The College's committees are made up of Council members and kinesiologists who apply every year to sit on the committees (i.e. non-Council committee members).

The draft competency profile

- It's not necessary for Council and committee members to be proficient in all competencies
- What's important is that Council has the collective expertise in the competencies that are necessary to provide oversight and strategic guidance to College staff

Reviewing the draft profile

- Rather than reviewing all 12 units, we'll highlight the ones that are unique to health profession regulation
- Please have the draft profile handy as we go along

Individual competencies

- Individual Council/committee member competencies organized into 9 units:

Understanding governance responsibilities and fiduciary duties	Communicator/communication skills
Financial and organizational oversight	Thinks broadly/thought processes
Leadership	Inclusiveness/respectful of diversity
Professionalism/Good character	Understanding of public sector and health systems
Emotional intelligence	

Unit 1: Governance and fiduciary duties

- Understands the role, fiduciary duties and the stewardship responsibilities of a Council member, including effective governance principles
- Council members have a commitment to the public and their right to safe, ethical care demonstrated by an understanding and appreciation of, and commitment to, the public protection mandate and the time required to execute the role effectively

Unit 2: Financial and organizational oversight

- Understands risk management and the identification of and mitigation of risk
- Understands human resource management
- Understands finance and accounting

Unit 9: Understanding of public sector and health systems

- Awareness of the complex system in which the College works, including the stakeholders in the system, and the impact that the College's decisions have on the public
- Demonstrates a commitment to public service
- Has an understanding of the health system and health regulation

Competencies for Council and committees overall

- Diversity- deliberations are informed and decisions include and respect diverse perspectives
- Experience- in governance work (board, committee or community level)
- Knowledge- clinical, organizational justice, strategic planning

Discussion questions

- Are the competencies in these units clear? Is there anything missing?
- Are these competencies important/relevant to board/Council/committee governance? If not, how should they be amended?
- Do they promote openness and transparency and equity in the selection process?

General discussion

- Is there anything that has been left out that you would like to see added/clarified?
- What do you think about the structure of the document? Is it clear?
- Has this webinar been helpful in clarifying the intended purpose of the profile?

Next steps in this journey

- Develop eligibility criteria
- By-law amendments
- Screening committee terms of reference
- Evaluation framework

Thank you!

- Feedback due by **Tuesday, February 16, 2021**
- Submit written comments to info@coko.ca or you can complete the [online survey](#)