

Council Composition Matrix

Council Member

To support strong decision-making in the public interest, every Council member will bring the **VALUES** of the College of Physiotherapists of Alberta to the table.

Professionalism: Demonstrates a high standard of performance and expertise while engaging in respectful interaction with others.

Accountability: Accepts responsibility for one's actions, decisions, and their effects.

Ethical Actions: Demonstrates integrity, honesty, respect, trustworthiness, and fairness.

Transparency: Open, honest, and straightforward in our processes, decisions, and actions.

Every Council member will bring, or be willing to learn, the following **SKILLS, PRACTICES** and **KNOWLEDGE**:

Governance: Understanding of the Council member's role and fiduciary duties, good governance principles, and the stewardship responsibilities of the board.

Health Professions Regulation: Understanding of the role and philosophy of health profession regulators, the public protection mandate of the College, the applicable legislation, regulations, Bylaws and policies, and the core work of the College.

Decision Making: Ability to ensure that decisions are based on clear, objective principles, as informed by evidence and best practice. Decisions that support the long-term "big picture" of the College, rather than the day-to-day operational tasks, and understands and upholds the requirement for fiduciary responsibility.

System Thinking: Recognition of the complex system in which the College works, the stakeholders within the system, and the impact of College decisions on the greater community. Considering issues from multiple perspectives.

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To support strong decision-making in the public interest, the Council will bring the following **DIVERSE EXPERIENCE, KNOWLEDGE, AND SKILLS** to the table.

Culture: A variety of cultural and historical backgrounds and experiences, that reflect the community the College serves and the cultural context within healthcare.

Ableness: Lived experience accommodating or navigating a spectrum of physical, mental health, or cognitive abilities, the knowledge of which can enhance relevant, thoughtful decisions that protect the public.

Education: A variety of educational backgrounds and experiences that reflect the diverse public served by the College.

Gender Diversity and Sexual Orientation: A range of gender identities and gender expressions and individuals who identify as LGBTQ2S+ to promote knowledge and understanding of societal attitudes and the impact on experiences in the health system.

Region: Regional diversity, to reflect the reality that practice, access to healthcare, and the public's expectations of the health-care system varies throughout the province.

Sector: Diverse leadership experience in the public, private, healthcare, and not-for-profit sectors to promote knowledge and the sharing of best practices.

Registrant Practice: Diverse practice experiences, backgrounds and specialities that inform dialogue and decision-making, ensuring decisions meet intended objectives, are practical and, ultimately, protect the public.

Age: Representation across all adult age groups to reflect the diverse experiences and perspectives of registrants and the public served by the College.

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One or more Council members will have the following specific **PROFESSIONAL EXPERIENCE, KNOWLEDGE, and SKILLS**:

Board Experience: Knowledge and experience as a board member, including the ability to calmly weigh evidence, think critically, consider options, and bring sound judgement to decision making.

Board Leadership: Experience in facilitating board and committee meetings, developing board culture, and fostering board effectiveness.

Business Acumen: Business experience, an understanding of what an organization needs to operate effectively, including the economic forces that need to be incorporated into decisions, and good management principles.

Change Leadership: Change management and transformation experience that will support the College's ability to adapt, evolve, and lead systemic change.

Executive Human Resources: Experience developing and working with a Board to oversee executive performance management and succession planning.

Financial Oversight: Accounting or financial experience and the ability to support Board members without this experience execute their financial oversight responsibilities. Includes analyzing and interpreting financial statements, budgets, and understanding financial reporting.

Government Relations: A deep understanding of how government works and how to affect change within all levels of government.

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Information Technology and Information Management: An understanding of information technology and information management systems and security.

Innovation: Experience developing teams and environments that foster new thinking, new products, and system disruption.

Legal: Understands the concepts involved in interpreting and applying legislation. Experience with administrative law.

Risk Management/Oversight: Aware of and understands the need to identify, analyze, plan and respond to internal and external risk factors. An understanding of a risk management programs.

Strategic Planning: Experience with setting the longer-term direction and goals for an organization. Ability as a team to articulate a vision, identify strategic priorities, and oversee organizational performance.