

**Policy Name:** Governance Succession Planning**Number:** GP-12**Policy Type:** Governance Process**Date Approved:** January 27, 2007

In keeping with the Board's commitment to excellence in governance, the Board shall strive to recommend candidates to the appropriate Minister for appointment to the Board of Governors so that the board's ability to govern will be enhanced to the highest degree possible.

1. Recommended candidates will have characteristics that will enable them to govern, not to manage, the College, including:
 - Commitment to linking with the ownership. Understanding that they stand in for an ownership of diverse people; willing to actively seek to access and understand that diversity.
 - Ability to think in terms of systems and context — to see the big picture.
 - Interest in and capability to discuss the values underlying the actions taken in the organization, and to govern through the broader formulations of these values.
 - Willingness to delegate the operational detail to others.
 - Ability and willingness to address vision and the long term, rather than day-to-day details.
 - Ability and willingness to participate assertively in deliberation, while respecting the opinions of others.
 - Willingness and commitment to honour board decisions.
 - Commitment not to make judgments in the absence of previously stated criteria.
2. Recommended candidates will have the requisite competencies to carry out their duties as Board members, including the ability to participate fully in board and committee meetings and ownership linkage activities.
3. Candidates recommended will be chosen to ensure that the board as a whole reflects, to a reasonable extent, the diversity of the community served by Lethbridge College, including gender, race, age, occupation, political views and affiliations, and place of residence.
4. The board will identify the needs of the board, and maintain an appropriate matrix to assess board member competencies and profiles.
5. The board will consult with internal and external groups to generate a list of potential candidates based on the identified criteria.
6. The Board Chair and President will meet with prospective candidates to assess similarity in values, goals, and criteria. Suitable candidates will be encouraged to apply through the public process.
7. The Board will review the list resulting from the Ministry's public advertisement inviting qualified candidates to apply, and recommend, through the Chair, candidates for the Minister's consideration.