

APPLICATION INFORMATION for
Board Membership or
Membership on a Committee

Name:	
Home Phone:	
Home Address:	
Postal Code:	
Cell:	
Occupation:	
Current Employer:	
Business Phone:	
Business Address:	
Postal Code:	
Email Address:	

Work Experience	Dates
Education	Dates

Interests & Relevant Life Skills	
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Please indicate your level of knowledge, skills, and experience for each of the following categories:

SKILLS MATRIX

The skills, experience and qualities of individual directors are important elements in governance and are considered in the nomination and election processes. Individual director skills refer to the area of expertise or knowledge that an individual director possesses. There are some skills that a board will always need: financial literacy, legal and governance expertise are typical requirements. Other skills may be required as a result of an issue unique to the organization. Please note that individual directors are not required to have experience in all skills listed.

3 Advanced – Highly competent and has expert experience in this area. Can guide others to apply the skill or knowledge.	2 Good – Significant experience and knowledge in this area. Understands the how, why and when but may need further exposure to ensure improvement and full/advanced competency.	1 Fair – Exposed to this skill and may require some training, development, or exposure to perform this skill routinely.	0 None - Insufficient knowledge, experience and exposure to this skill to bring this perspective forward.
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Skill	Definition	3 Advanced	2 Good	1 Fair	0 None
1. FINANCIAL ACUMEN/EXPERTISE	Maintains and applies a broad understanding of financial management principals to ensure decisions are fiscally sound and responsible. <u>OR</u> Financial Expertise as an accredited financial professional (e.g. CPA, etc.)				
2. HUMAN RESOURCE MANAGEMENT & LABOUR RELATIONS	Experience in planning and implementing human resource strategies.				
3. RISK MANAGMENT	Demonstrated ability to think critically about operational and governance issues to ensure the effective management of potential opportunities and adverse events.				
4. CONFLICT MANAGEMENT	Experience in the use of a variety of approaches to manage and resolve concerns, disagreements and conflict. Facilitates the development of creative solutions to conflict.				
5. PROJECT MANAGEMENT	Experience in designing, implementing and managing projects and directing the related resources, personnel and activities to successful completion.				

Skill	Definition	3 Advanced	2 Good	1 Fair	0 None
6. INFORMATION TECHNOLOGY	Understanding the complexities of technology hardware and software applications with recognition of its role in facilitating strategic and operational objectives while managing associated risks.				
7. GOVERNANCE NOT-FOR-PROFIT	Experience in not-for-profit boards that includes oversight of management. Demonstrated experience of governance principles, regulatory and legislative requirements and practices.				
8. CONSTRUCTION /CAPITAL PROJECTS	Demonstrated oversight of construction and/or capital projects (governance, communications, land and municipal, design, project management, financial and RFQ/RFP processes) to ensure the hospitals vision and requirements are met during the planning stages.				
9. ETHICS	Experience with ethical frameworks to enhance and guide ethical decision making and practice that applies to clinical and organizational ethics.				
10. CLINICAL KNOWLEDGE AND PATIENT ADVOCACY	Direct experience of health care delivery especially in rural areas and experience in advocating and providing a voice and leadership to improve the healthcare experience of those we serve.				
11. QUALITY IMPROVEMENT	Demonstrated experience of monitoring/evaluating quality and safety initiatives.				
12. PUBLIC RELATIONS AND COMMUNITY ENGAGEMENT	Experience in the provision of oversight for patient relations efforts and development of policies that encourage a meaningful interaction between management, patients and families. Demonstrated effective stakeholder and community engagement that builds confidence and credibility in organizations and communities.				
13. STRATEGIC PLANNING	Demonstrated ability to think critically about systemic issues, setting priorities and working toward common goals, establishing agreement around outcomes/results, and assessing and adjusting to changing environments.				
14. LEGAL AND CONTRACT MANAGEMENT	Demonstrated experience of preparation, negotiation, implementation and oversight of legally enforceable performance commitments and risk positions in accordance with provincial law and statutes with a view towards healthcare.				

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In a short paragraph, summarize one accomplishment that illustrates those skills that you have indicated as “good” or “advanced” knowledge, skills, and experience.

Your reason(s) for applying as a director or community member:

Your Views on the hospitals' catchment areas (GMCH or NWHC) and its role in the Community:

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References: (Please list 3 references (minimum - 1 professional and 1 personal) including their mailing address, email address and phone numbers)
1.
2.
3.

I verify that the information provided by me in this Application is true and accurate to the best of my knowledge and belief.

Signature: _____ Date: _____

Submit the completed application to or for further information contact:

Joint Nominating Committee Chair
c/o Mary MacDonald, Executive Assistant and Governance Lead
Email: mmacdonald@whca.ca Phone: 519-323-2210 x 77612

North Wellington Health Care Corporation 630 Dublin St., Mount Forest ON N0G 2L3	Groves Memorial Community Hospital 131 Frederick Campbell St. Fergus ON N1M 0H3
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Applications are due by: Thursday, March 31, 2022

Additional reference materials can be found on the Hospitals' website:

- <https://www.gmch.ca/%3Cfront%3E/board-directors-2021-2022>; or
- <https://www.nwhealthcare.ca/about-us/board-directors-2021-2022>

Thank you for your interest.