



College of Traditional Chinese Medicine Practitioners and Acupuncturists of British Columbia

BOARD MEMBER LEADERSHIP RESPONSIBILITIES

LEADERSHIP SKILL	EXPECTATIONS
<p>Strategic Intent <i>Sets and drives the strategic direction for the College.</i></p>	<ol style="list-style-type: none"> 1. Actively communicates the College vision to members. 2. Engages external stakeholders to support the College's strategic direction. 3. Maintains focus on strategic issues and priorities. 4. Actively contributes personal perspective to important issues. 5. Focuses on governance of the College, not on management of operations. 6. Takes a broad perspective towards emerging opportunities and challenges. 7. Encourages the use of performance measurement to drive improvement.
<p>Personal Effectiveness <i>Works to improve personal effectiveness and performance</i></p>	<ol style="list-style-type: none"> 1. Clearly demonstrates the CTCMA values (i.e. accountability, integrity, fairness, quality, effective communication, transparency). 2. Uses awareness of personal strengths and weaknesses to improve contribution to the College. 3. Delivers on commitments (i.e. 'walks the talk'). 4. Makes principled and ethical decisions, even if they are sensitive or controversial. 5. Solicits feedback regarding personal performance. 6. Maintains confidentiality. 7. Demonstrates a sense of humour.



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COMPETENCY	BEHAVIOURS
<p>Engaging Others <i>Builds and maintains rapport with others to enhance working relationships and to improve overall organizational effectiveness</i></p>	<ol style="list-style-type: none">1. Creates an environment of trust where people feel encouraged to actively communicate and contribute.2. Welcomes differing perspectives and opinions.3. Actively seeks input from others.4. Adapts personal style to match differing needs of members.5. Willingly collaborates with others to achieve desired results.
<p>Communication <i>Effectively communicates with a broad range of stakeholders</i></p>	<ol style="list-style-type: none">1. Actively listens to others' opinions and ideas before providing own advice and counsel.2. Shares knowledge and expertise to strengthen Board performance.3. Openly communicates thoughts, wants and feelings.4. Communicates key issues and concerns in a timely fashion.5. Uses a communication style and method that is most effective for the situation.6. Presents information in a coherent, clear and timely manner.



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COMPETENCY	BEHAVIOURS
<p>Decision Making <i>Uses a systematic approach to problem solving and decision making. Bases decisions on best available information.</i></p>	<ol style="list-style-type: none"> 1. Assesses problems based on short and long-term impacts on the College. 2. Evaluates the results of past decisions to guide future decision making. 3. Explores the root causes of the issue or challenge, not just the symptoms. 4. Uses the College's established strategic direction as a framework for decisions. 5. Makes decisions in the best interest of the College. 6. Stands behind Board decisions even if they are not his/her primary choice.
<p>Public Focus <i>Demonstrates a commitment to serving the public interest.</i></p>	<ol style="list-style-type: none"> 1. Works to understand the needs and requirements of the public in relation to the College. 2. Demonstrates dedication to meeting expectations of the public. 3. Acts with the best interest of the public in mind. 4. Navigates effectively through challenging situations that involve College members and the public. 5. Works diligently to gain the trust and support of the public.