



GOVERNANCE SUCCESSION PLANNING

Category:	BOARD GOVERNANCE
Policy Number:	BG-18
Board Approval Date:	May 22, 2025

Objective:	Board effectiveness begins with the diversity of skills and the personal commitment of Board members. The role of the Board of Governors (the Board) in this proactive approach is to identify candidates for public Board member positions whose resources and backgrounds enhance the Board's ability to carry out its mandate to the greatest extent possible.		
Scope:	This policy applies to the Board Effectiveness Committee which is tasked with ensuring a diligent and proactive approach to Board member recruitment.		
Definitions:			
Policy:	1.	The Board will use a robust and transparent succession planning process to identify and validate potential candidates for recommendation to the Minister of Advanced Education for appointment to the Board.	
	1.1	The Board will work through the appointment process established by the Minister of Advanced Education to ensure a strong, cohesive and effective Board of Governors at Olds College.	
	2.	The succession planning process shall be designed to ensure that:	
	2.1	All members of the Board have the requisite competencies to carry out their duties as Board members, including the ability to participate fully in Board meetings and activities as well as other College activities.	
		2.1.1	Annually the Board Effectiveness Committee will review the Skills & Competencies Matrix and recommend amendments, if any, to the Board for consideration of approval.
		2.1.2	Annually Board members will complete a personal skills and competencies assessment utilizing the Skills and Competencies Matrix.
		2.1.3	The Board as a whole reflects, to a reasonable extent, the diversity and positionality of the community served by the College and the programs/courses offered.
		2.1.4	Board members demonstrate an entrepreneurial attitude toward challenges and opportunities and a strong and visible commitment to the College.



Related Information:	
Related Procedures:	
Review Period:	3 years
Revision History:	NEW: May 2025 Reviewed: October 23, 2025