

<b>Type of policy:</b> Governance	<b>Approved by:</b> Council
<b>Date approved:</b> Sept. 16, 2021	<b>Next Review date:</b> Sept. 2024
<b>Amendment dates:</b>	

## Succession Planning

### Purpose

The purpose of this policy is to ensure that Council and committee members in leadership roles possess the competencies, knowledge, and experience necessary to provide continuity and direction for the College to achieve its strategic objectives.

### Relevant Legislation

[CRPO by-laws](#)

### Definitions

Leadership roles are defined as:

- Committee Chair
- Executive Committee member-at-large
- Panel Chair
- President
- Vice-President

### Scope

This policy applies to elected and appointed members of Council and committees.

### Policy

Leadership positions require experience, advanced competencies, and focused learning. Each year via the Council evaluation process, Council members are invited to assess their current knowledge and skills and may express their interest in preparing for or taking on leadership positions. The [Council Competency Matrix](#) establishes the minimum competencies and attributes required for members to excel in leadership positions. Diversity, in accordance with the [Committee Composition Matrix](#), is also considered in appointing members to leadership positions.

When Council members identify their interest in leadership positions, along with any areas for further development in knowledge, staff will facilitate the training and education needed to develop advanced skills and competencies. The College provides a mix of in-house and external training based on Council and committee members' needs, as well as opportunities for 'guest chairing'.

Non-Council members, including former Council members, play an important role in leadership continuity. By appointing non-Council members to committee leadership positions where appropriate, CRPO has a larger pool of capable leaders to draw from. Appointing non-Council members as committee and panel chairs is also in line with the modern governance practice of separating governance and regulatory functions.



### *Eligibility*

Elected professional members and appointed public members of Council should have experience and advanced competence as a Council or committee member prior to pursuing leadership roles. Non-Council committee appointments should likewise have experience and advanced competence on a committee before being considered for committee or panel chair positions.