Building Board Capability

13 March 2013
Building board capability framework

A new approach:

- Process
- Principles
- Assessment of skills & knowledge
- Specifies roles & responsibilities
A process to build capability

Step 1: Engage board members on building capability

Step 2: Assess capability and needs

Step 3: Develop building capability activity

Step 4: Implement building capability activities

Step 5: Evaluate capability development

Organisational planning
The department’s role to support boards

- Communicating government policy
- Provide assistance to health services in implementing policy
- Build board effectiveness strategies
- Identifying and understanding sector needs
- Provide useful resources and training opportunities
Board chair role to support boards

- Facilitate a regular board assessment process
- Provide position descriptions
- Promote learning & development for board members
- Support chairs of sub-committees
- Allow new board members a period of transition to become familiar with their new environment
Board’s role in building capability

• Provide local induction and orientation to the health service
• Develop and mentor new board members
• Undertake regular board assessment process
• Develop a learning & development plan
• Monitor and manage the implementation of the plan
Individual directors building their capability

- Be proactive in their role
- Keep in touch with new developments in governance
- Undertake local induction & orientation
- Monitor and manage own development needs
- Participate in the board assessment process
- Abide by Director’s Code of Conduct
Programs, events and resources to support building board capability

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<th>Individual Board development</th>
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<td>Delivery of programs to enhance specific skills and knowledge.</td>
<td>Activities to enhance teamwork and leadership skills to improve whole board effectiveness.</td>
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<td>☑ Topic-focused seminars</td>
<td>☑ 'Whole board' training, topic-focused</td>
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<td>☑ Annual board assessment</td>
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<td>☑ Individually agreed activities</td>
<td>Practical resources, companion documents and tools to assist boards and directors build capability.</td>
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Department of Health
Work to date...... and beyond
Implementing the BBCF

**Building Board Capability Advisory Committee**

- Established in Dec 2012

**Scope:**
- Implementation plan for the framework
- Identifying priority areas for boards
- Developing approaches to address needs
Early work

Guidance for local induction of new directors:

- Program design
- Best practice
- Checklists