



POLICY NUMBER	BC – 1
ISSUING AUTHORITY	Board of Directors
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SUBJECT: Board-CEO Linkage
GLOBAL GOVERNANCE – MANAGEMENT CONNECTION; CEO POSITION PROFILE

POLICY:

While the Board is accountable for the organization, the Southern Health-Santé Sud Chief Executive Officer role is a key means in fulfilling Board accountability. The Board's sole official connection to the operational organization, its achievements and conduct is therefore through a Chief Executive Officer (CEO). The CEO reports to the Board of Directors as a whole in accordance with the Board's ENDS and Executive Limitations policies.

Key CEO Responsibilities

In accordance with the *Regional Health Authorities Act*, section 21(2) the Chief Executive Officer is responsible for the general management and conduct of the affairs of the Regional Health Authority in compliance with the by-laws, rules, policies and directions of the Board, which includes responsibility for:

1. **Carrying out the policies and programs of the regional health authority;**
 - 1.1. Organizational accomplishment of the provisions of the Statement of Purpose and ENDS Policies and Strategic Priorities approved by the Board.
 - 1.2. Organizational operation within the boundaries of prudence, ethics and risk management established in Executive Limitation policies approved by the Board and in compliance with legislation, regulations and Manitoba Health's instructions.
 - 1.3. Organizational alignment with Southern Health-Santé Sud's core values: Integrity, Compassion, Excellence and Respect.
 - 1.4. Organizational accountability and oversight of monitoring, reporting and performance management systems.
2. **Managing the business affairs of the regional health authority;**
 - 2.1. Organizational development and management of Southern Health-Santé Sud's Strategic Plan and execution of the annual Health Plan.
 - 2.2. Organizational overview of systems, processes and decision-making structures including human resources, physical environment, planning and information system infrastructure for effective resource allocation and positive outcomes.
3. **And such other matters as may be delegated by the Board to the Chief Executive Officer.**
 - 3.1. Organizational leadership to support a culture of patient safety and quality improvement in Southern Health-Santé Sud.
 - 3.2. Organizational assessment of trends in the environment, including the service needs of the populations the Southern Health-Santé Sud serves.
 - 3.3. Organizational commitment to community engagement and partnership.
4. **Required Competencies and Qualifications:**
 - 4.1. CEO competency as set out in Executive Limitation (EL-11) CEO Leadership Competency.
 - 4.2. An advanced degree in Healthcare Leadership/Management or another relevant field with appropriate executive leadership and management experience in a health care setting.
 - 4.3. A broad understanding of health care and population health issues and a thorough knowledge of modern management and financial principles, practices, and methods.
 - 4.4. Demonstrated experience working in a regional or complex health environment where there may be conflicting objectives, with an ability to navigate and pull all into a broader system view.
 - 4.5. An ability to effectively engage communities and stakeholders.

4.6. Demonstrated experience or solid comprehension of policy governance and a willingness to work within a policy governance framework.

5. Key Skill Sets:

- 5.1. Integrity and trust
- 5.2. Ethics and values
- 5.3. People-centred and managing vision and mission
- 5.4. Political and interpersonal savvy and humor
- 5.5. Drive for results
- 5.6. Building effective teams, motivating and delegating
- 5.7. Organizing, organizational agility
- 5.8. Setting objectives and goals
- 5.9. Problem solving and conflict management
- 5.10. Negotiating