

POLICY NUMBER: BC - 1
ISSUING AUTHORITY: Board of Directors
Date: Issued July 19, 2012
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Revised June 27, 2018



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