

## **The Workers Compensation Board of Manitoba Board of Directors Matrix of Competencies**

Excellent corporate governance depends on having a Board of Directors with the appropriate attributes and a mix of competencies that will support and advance the organization's mission. It is not necessary for all Board members to possess each and every one of the desired competencies, though the Board may prefer that each of its members attain a certain degree of proficiency in certain areas (like financial literacy, for example). It is recognized that, just as Board members will bring a variety of skills and experience to the table, they will also possess variety in the depth of their experience in various areas. **This diversity is both expected and valued.** It is incumbent on the Board to ensure its members are provided with ongoing training that will provide the skills necessary to perform their function.

In addition to the attributes, skills and experience listed below, the Board of Directors should reflect the diversity of Manitoba and the stakeholders of the WCB. As well, the Board of Directors should strive to build an inclusive culture that encourages, supports, and respects diverse voices.

### **Collectively:**

The Board of Directors of WCB Manitoba should be made up primarily of individuals who are leaders and influencers in the Manitoba community. This group of senior leaders would have knowledge and experience in workers compensation issues, be financially literate and have broad experience and knowledge in strategic planning at the board level.

Together these effective communicators and strong decision-makers would have a wealth of experience in corporate governance, labour relations, investments, prevention and risk management.

The work of these directors will be supported with their collective understanding of the Workers Compensation System, legal issues related to WCB Manitoba, communications, information technology and human resources experience.

These independent directors would exhibit exceptional ethical integrity as they act with a high degree of commitment to and in the best interests of WCB Manitoba. Capable of a wide, balanced perspective, together they will speak with one voice, unified and solidly standing behind their joint decisions. They are collaborative in approach, sound in judgment, constructive in tone and respectful to each other, the management team, employees and other stakeholders of WCB Manitoba.

Each director will be committed to the work of the Board of WCB Manitoba evidenced by the priority they place on preparation for and attendance at board, committee, training and other scheduled meetings. They will have the support of their employers to ensure this time is available to them.

Directors nominated to the Board of WCB Manitoba as a result of their representational affiliation understand that their role is not to be an advocate from a caucus – they firstly bring the requisite skills, experience and commitment of time to the position. They serve in the best interests of the organization as a whole, thereby benefiting all.

<b>Attributes</b>	
Ability and willingness to ask challenging questions	
Capable of a wide, balanced perspective	
High degree of commitment to Workers Compensation	
Integrity and high ethical standards	
Sound judgment	
Strong interpersonal skills	
<b>Skills and Experience</b>	<b>Definition</b>
Communications and Public Relations	Experience in public relations and communications particularly in public prevention and education programs in order to bring understanding of and improvement to communications strategy and oversight at the board level.
Financial expertise	<ul style="list-style-type: none"> <li>• Accounting credentials;</li> <li>• An understanding of international financial reporting standards and financial statements and their application; and</li> <li>• Experience preparing, auditing, analyzing, or evaluating financial statements.</li> </ul>
Financial literacy	The ability to read and understand financial statements. (Training support specific to WCB Manitoba will be provided to new directors.)
Governance expertise	An awareness of current governance issues and trends, and direct prior board experience.
Human resources	Experience as a human resource professional.
Inclusivity & Diversity	An awareness of inclusivity and diversity principles.
Information Technology	Experience, knowledge and strong understanding of the IT business including IT security and the oversight of large IT projects.
Investment management expertise	<ul style="list-style-type: none"> <li>• Extensive experience over varying markets conditions in the institutional investment field either as an asset manager or as a supervisor of asset managers;</li> <li>• Experience with and understanding of different investment management processes and strategies for long term assets from an oversight perspective;</li> <li>• A broad understanding of the various asset classes available to Investment Managers.</li> <li>• Membership in investment organizations such as CFA Winnipeg;</li> <li>• Familiarity with the role of actuaries in asset/liability management strategies.</li> </ul>
Labour relations	Experience with labour relations and/or organized labour movement.

Leadership experience	Significant experience leading others; could be in any type of organization, in a paid or volunteer capacity.
Legal experience	An understanding of the law as it applies to organizations like the WCB; not necessarily with a law degree.
Prevention expertise	Experience and knowledge in prevention of workplace injuries and illness including safety & health legislation, safety & health programs, hazard identification & risk assessment, leadership & safety culture, training and public awareness.
Risk management experience	Experience identifying, planning for and putting in place strategies to mitigate organizational risks.
Strategic planning experience	Experience participating in or leading an organization in planning for its future.
Senior management experience	Experience as a paid senior manager (i.e., Director, Vice-President or higher, Deputy Minister, Board member, etc.) in any organization. This could include private business, public sector, or organized labour.
Understanding of the workers compensation system	An awareness of the role the workers compensation system plays in Manitoba. Not necessarily direct experience with or within a workers compensation board. (Training support specific to WCB Manitoba will be provided to new directors.)