Focused, Effective and Relevant Governance
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- Yes but,
- It is not always about financial resources
- It is also about leadership and governance, knowledge-based decision making, focus and priorities, training and development, and community involvement
Health Determinants

• Strategy, indicators and measurement

Health Determinants Examples:
• Not determined
• Not understood
• Assumptions are made and may be incorrect
• Not linked to knowledge-based decision-making and priorities
Health in Communities

- Community assessment
- Privacy
- Health influences
- Community health plans and initiatives
- Integration in the bigger picture
- Roles and relationships
Leadership and Governance

- Roles and responsibilities
- Competency, training and development
- Focused and managed change
- Knowledge and Priorities – all the facts
- Letting go and focus on outcomes and results
Accountability

• **Principles** – clear roles and responsibilities; clear performance expectations; balanced expectations and capacities; credible reporting; and reviewing and adjusting

• **Process** – establish expectations and indicators; select key strategies; action and monitor, report on results; evaluate results; and maintain or change course
Better Practices 1

• Polices and process that serve as a framework for organizational governance and management and operation of the board
• Clearly defined roles and expectations
• Effectively communicating information among its members and to others
• The board tries to get the right staff to provide support
• Demonstrating high standards of personal and professional conduct to maintain public confidence
Better Practices 2

- Orientation and board development to support a well managed board
- Effectively discharges its function and responsibilities (committees)
- Evaluates its own performance and as required, updates governance policies
- Oversees the engagement, hiring and annual performance evaluation of the CSO – linked to the delegated responsibility for management and operations
Governance Models

- Chief and Council Programs
- Chief and Council Portfolio Councillor Programs
- Chief and Council Portfolio Councillor FN CSO Programs
- Chief and Council FN CSO Programs
- Chief and Council Health Committee Programs
- Chief and Council Health Committee FN CSO Programs
- Chief and Council Health Board Programs
- Chief and Council Health Board Health Director Programs
Governance Model Selection

- Lessons learned
- Advantages and disadvantages of each
- Practical considerations for model selection
- Better practices
Governance Styles

- Challenges - micro management, not focused with priorities, not integrated, missing the glue, decision-overload, not trained, unclear roles and responsibilities, competency gap, missing barriers to minimize politics (plans and policies)
- Performance based
- Knowledge-based decision-making
- Better practices
Health Managers Role

- Model consideration
- Style consideration
- Health information and knowledge
- Health advocacy (various stakeholders)
- Training and development (self, those working with you and those you report to)
- Benchmarking for best practices
Governance Sources
AHM 1 Lesson 8- Governance

- Guide to Health Management Structures [Link]
- Improving Health Governance in First Nations Communities: Model Governance Policies and Tools [Link]
- National Centre for First Nations Governance: The 5 Pillars of Effective Governance [Link]
- National Centre for First Nations Governance: Principle; Results Based Organizations [Link]
- Management in Contemporary Aboriginal Organizations [Link]
- Managing the Relationship Between Elected Leaders and Staff: A Team Approach [Link]
- Clarifying Roles of Aboriginal Leaders and their Staff: A Model Governance Policy [Link]
- National Centre for First Nations Governance: Governance Toolkit, 24 Examples of Best Practices [Link]
- A Legacy of Excellence: Best Practices Board Study, Aboriginal Healing Foundation [Link]