



CTCMPAO Council Skills

This document outlines the Council skills for the College of Traditional Chinese Medicine Practitioners and Acupuncturists of Ontario (CTCMPAO).

Skills for Individuals on Council		
Core Skills	Description	Indicators
Leadership	Demonstrates skills and ability to lead others to solve problems, adapt and manage change, innovate and achieve results.	<ul style="list-style-type: none">• Vision• Team building• Facilitation• Change management• Flexibility
Professionalism/Good Character	<p>Acts transparently with integrity, discretion, and humility to consider a range of perspectives and diverse ways of thinking to challenge the status quo, reject assumptions, and take nothing for granted.</p> <p>Attributes of integrity, accountability, and openness support Board/Council members in exercising proper authority and good judgment in dealing with all stakeholders in a responsible, respectful, and professional manner.</p>	<ul style="list-style-type: none">• Diplomacy• Judgement• Ethical behaviour• Respectfulness• Honesty and integrity• Transparency• Credibility• Compliancy
Emotional Intelligence	The capacity to be aware of, control, and express emotions, and to handle interpersonal relationships judiciously and empathetically.	<ul style="list-style-type: none">• Collaboration• Self-awareness / Recognizing limits• Relationship building• Tenacity• Resiliency• Motivation• Tactfulness
Communication	Able to communicate clearly, concisely, and accurately, orally and in writing.	<ul style="list-style-type: none">• Articulate• Participatory• Active listening
Governance	<p>Understands the Board/Council Member's role, fiduciary duties, good governance principles, and the stewardship responsibilities of a Board/Council:</p> <ul style="list-style-type: none">• Risk Management	<ul style="list-style-type: none">• Understands<ul style="list-style-type: none">○ Roles of the Council○ Roles of management○ Relationship with the Registrar• Risk management• Loyalty



	<ul style="list-style-type: none">• Business Acumen• Human Resources• Financial Literacy <p>Governance competence supports the provision of strategic direction and oversight for Boards/Colleges; it allows members to be able to carry out the stewardship responsibilities, creates robust accountability for regulatory and financial performance, and enables Board/Council to set and achieve strategic goals.</p> <p>Board/Council members have a commitment to the public and their right to safe, ethical care, demonstrated by an understanding and appreciation of, and commitment to, the public protection mandate and the time required to execute the role effectively.</p>	<ul style="list-style-type: none">• Accountability• Equality• Financial literacy• Adherence to Confidentiality• Preparedness
Thinks Broadly	Listening to others' views and considering them; being open-minded to information presented.	<ul style="list-style-type: none">• Critical thinking/analytical/objectiveness• Independence• Strategic• Innovative• Proactive• Continuously learning• Unbiased
Diversity and Inclusion	Understanding and valuing differences in the values and norms of others and having the ability to apply this knowledge of the experience of diversity to deliberations and decision-making.	<ul style="list-style-type: none">• Appreciation of different perspectives• Adaptability• Openness• Commitment to public service
Health and Regulatory Systems	Awareness of the complex system in which the College works, including the stakeholders in the system, and the impact that the College's decisions have on the public.	<ul style="list-style-type: none">• Commitment to serving in public interest• Understanding health systems• Understanding health regulations



Additional Skills for the Council as a Whole		
Diversity	<p>Deliberations are informed and decisions include and respect diverse perspectives, biases are identified and questioned, and the College's collective work of public protection supports positive systemic change in these and other areas:</p> <ul style="list-style-type: none">• Cultural – including indigenous cultures• Gender – representation from individuals with differing gender identities• Educational – including individuals with and without post-secondary education and training• Regional – including rural and urban as well as northern communities• Background/Experience – including work experience	<ul style="list-style-type: none">• Recruitment strategies• Performance evaluation• Risk mitigation• Correction
Experience	<p>Previous experience in governance work, either on a Board, committee or community level.</p>	<ul style="list-style-type: none">• Spectrum of experience
Clinical knowledge	<p>Knowledge of the legislation and regulations governing the profession.</p>	<ul style="list-style-type: none">• Training