

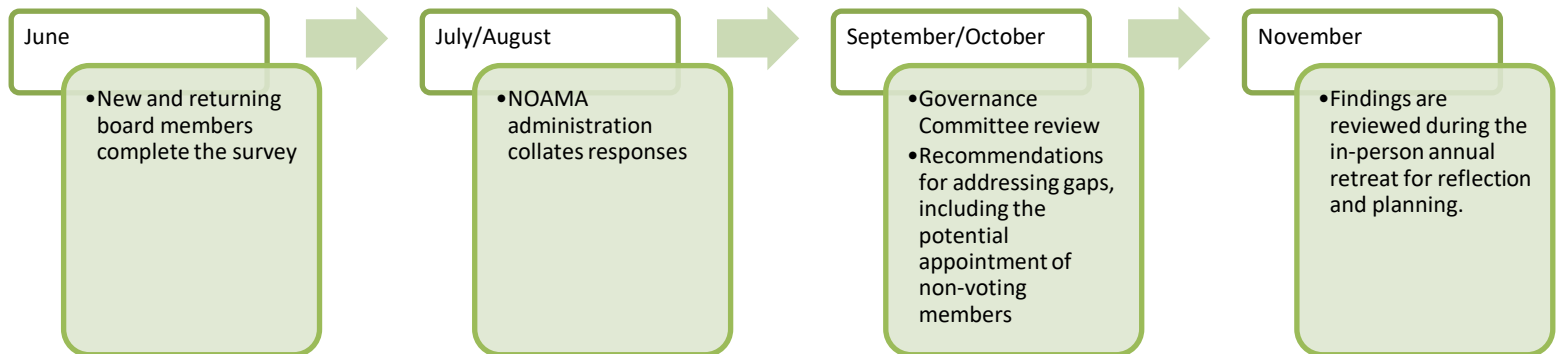
NOAMA Board Skills Matrix and Evaluation Process

Last Approved:	NOAMA Board	December 17, 2024
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Purpose

The NOAMA Board Survey aims to assess board effectiveness, identify gaps in skills and representation, and guide ongoing development and succession planning. This process ensures the board maintains the competencies required to meet its governance responsibilities and strategic objectives.

Recommended Timeline



Components of the Process

- Board Effectiveness Evaluation
- Board Discussions
- Meeting Preparation
- Orientation and Education
- Member Participation
- Self-Evaluation
- Skills Matrix Framework
 - Governance and strategic leadership
 - Financial acumen
 - Business acumen
 - Healthcare and academic environment
 - Diversity and representation
 - Advocacy and negotiation

Additional areas include legal expertise, technology, human resources, and stakeholder engagement.

Roles and Responsibilities

- NOAMA Administration:
 - Design and distribute the survey.
 - Collect and analyze responses.
 - Prepare reports and summaries.
- Governance Committee:
 - Review survey results and conduct the gap analysis.
 - Develop recommendations for board composition, recruitment, and training.
- Board Members:
 - Complete the annual survey and participate in discussions on findings.

Conclusion

The NOAMA Board Skills Matrix and Evaluation Process provides a structured approach to maintaining an effective, skilled, and representative board. By following this process annually, NOAMA ensures the board adapts to changing needs and challenges, driving continued success and alignment with organizational goals.

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Version	Date	Authors/Comments
1.0	2024.12.17	Original process