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| <p>Developed by: Governance Committee</p> | <p>Review or Revision by: Governance Committee</p> |
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| <p>Approved by: Board of Directors</p> | <p>Signature(s) _____</p> |

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Policy Statement

The Board of Directors is responsible to ensure the long-term successful performance of Guelph General Hospital. As part of sound corporate governance, the Board will ensure that a CEO succession plan is in place so that there is continuous and competent leadership in place in event of sudden loss, resignation, retirement or termination of the President and CEO. Identifying, assessing and developing leadership potential and building sustainable leadership is a component of succession planning.

Policy

The CEO will report to the Governance Committee on the succession plan annually including:

Sudden Vacancy:

1. An assessment of the readiness of internal candidates to fill the interim role of CEO.
2. Identify member/s of the senior management capable of filling the role of interim CEO.
3. Provide appropriate development to the person/s so that he/she is/are familiar with the issues related to the board and overall corporate issues.

4. Recommend an action plan for use by the Board in the event of an unexpected loss of the CEO.

Planned Vacancy:

1. In event of a planned vacancy CEO Recruitment 1-011A Policy will be followed.

Talent Management:

1. Activities undertaken throughout the year to promote leadership development and succession planning. The status of talent management plan within the senior leadership team.

References:

Guelph General Hospital By-law

OHA Guide to Good Governance

OHA Succession Planning Resource Guide