

Governance and Audit Committee - Members' Skills Audit

9

Responses

29:43

Average time to complete

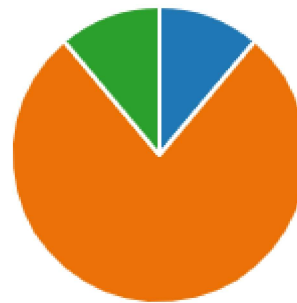
Closed

Status

1. Corporate Governance

Knowledge how to steer an organisation towards achieving its objectives while operating effectively, responsibly, legally and sustainably. Demonstrated by:

● Expert knowledge	1
● Good working knowledge	7
● Understanding basic concepts	1
● Limited knowledge	0
● Development need	0



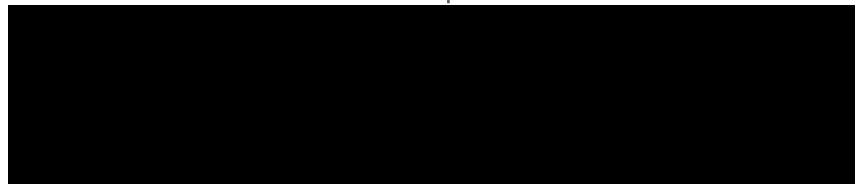
2.

Comments / Supporting Evidence / Training requirements

Latest Responses

8

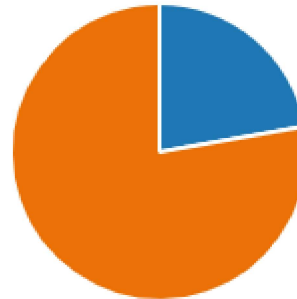
Responses



3. Leadership and Stakeholder Relations

Understanding how to deliver effective leadership, build good stakeholder relations and develop a strategically aligned and values-based organisational culture in order to achieve good organisational performance. Demonstrated by:

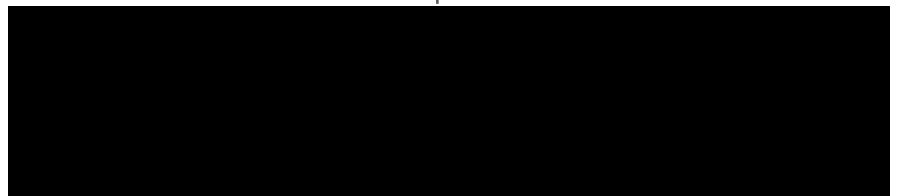
● Expert knowledge	2
● Good working knowledge	7
● Understanding basic concepts	0
● Limited knowledge	0
● Development need	0



4. Comments / Supporting Evidence / Training requirements

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Responses

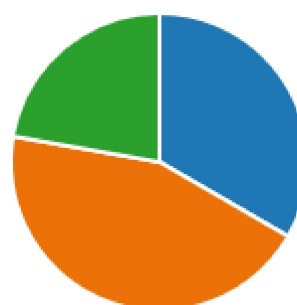
Latest Responses



5. Strategy

A thorough knowledge of the strategic process to create and implement effective strategies that will deliver value and growth for the organisation. Demonstrated by:

● Expert knowledge	3
● Good working knowledge	4
● Understanding basic concepts	2
● Limited knowledge	0
● Development need	0



6. Comments / Supporting Evidence / Training requirements

8
Responses

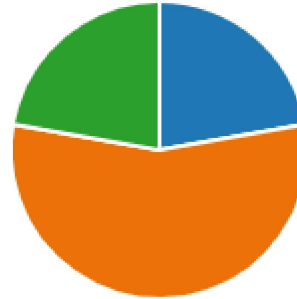
Latest Responses



7. Finance

Understanding how to assess an organisation's financial position and steer its financial performance in order to stay solvent and develop sustainable plans. Demonstrated by:

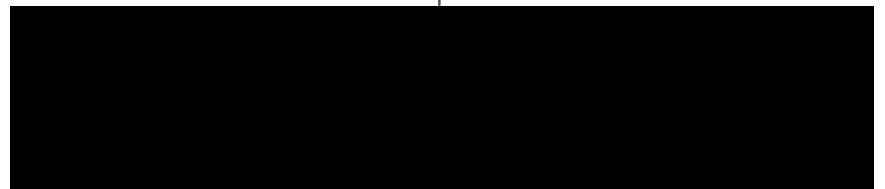
● Expert knowledge	2
● Good working knowledge	5
● Understanding basic concepts	2
● Limited knowledge	0
● Development need	0



8. Comments / Supporting Evidence / Training requirements

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Responses

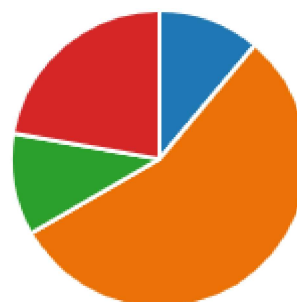
Latest Responses



9. Audit

Experience and understanding of modern internal audit practices and innovations to meet it's business objectives. Demonstrated by:

● Expert knowledge	1
● Good working knowledge	5
● Understanding basic concepts	1
● Limited knowledge	2
● Development need	0



10. Comments / Supporting Evidence / Training requirements

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Responses

Latest Responses



11. Risk & Crisis Management

Knowledge and experience of key risks for an organisation related to each key area of operation and organisational resilience. Demonstrated by:

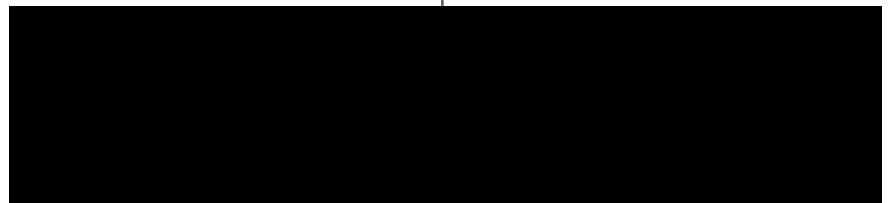
● Expert knowledge	1
● Good working knowledge	3
● Understanding basic concepts	4
● Limited knowledge	1
● Development need	0



12. Comments / Supporting Evidence / Training requirements

6
Responses

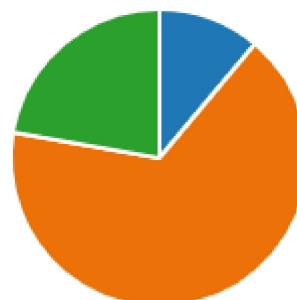
Latest Responses



13. Human Resources

Knowledge and experience of employment-related legislation and human capital management. Supporting equality, diversity and inclusion throughout the organisation. Demonstrated by:

● Expert knowledge	1
● Good working knowledge	6
● Understanding basic concepts	2
● Limited knowledge	0
● Development need	0



14.

Comments / Supporting Evidence / Training requirements

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Responses

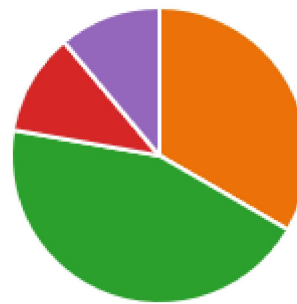
Latest Responses



15. **Technology**

Knowledge of modern innovative techniques and IT solutions including privacy, data management and security issues. Demonstrated by a level of expertise and awareness of:

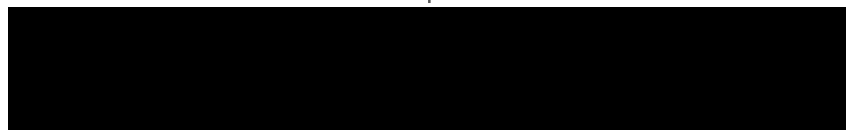
● Expert knowledge	0
● Good working knowledge	3
● Understanding basic concepts	4
● Limited knowledge	1
● Development need	1



16. Comments / Supporting Evidence / Training requirements

6
Responses

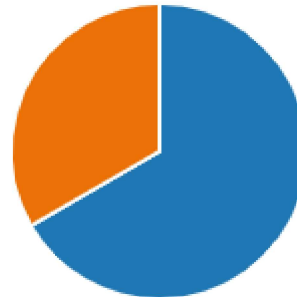
Latest Responses



17. Strategic Thinking

The ability to think strategically, to propose ideas, options and plans that take advantage of available opportunities while reflecting a broad and future-oriented perspective. This can be evidence by ability to:

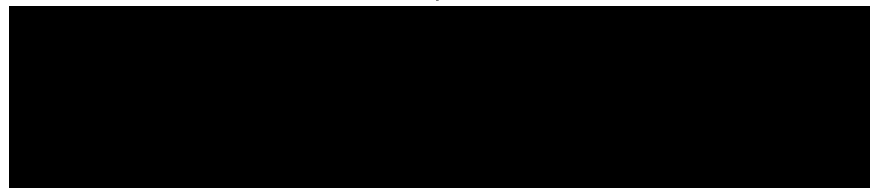
● Strongly Agree	6
● Agree	3
● Neither Agree nor Disagree	0
● Disagree	0
● Strongly Disagree	0



18. Comments / Supporting Evidence / Training requirements

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Responses

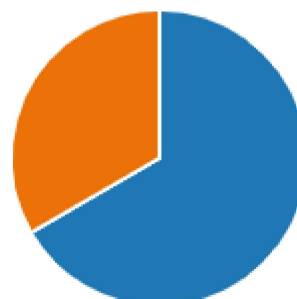
Latest Responses



19. Decision Making

The ability to think strategically to propose ideas, options and plans that take advantage of available opportunities while reflecting a broad and future-oriented perspective. You should be able to:

● Strongly Agree	6
● Agree	3
● Neither Agree nor Disagree	0
● Disagree	0
● Strongly disagree	0



20. Comments / Supporting Evidence / Training requirements

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Responses

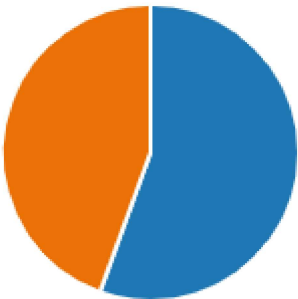
Latest Responses



21. **Communication**

The ability to communicate effectively through a variety of modes and channels and with a range of audiences is necessary to work successfully with others and to fulfil your duties on the committee. You should be able to:

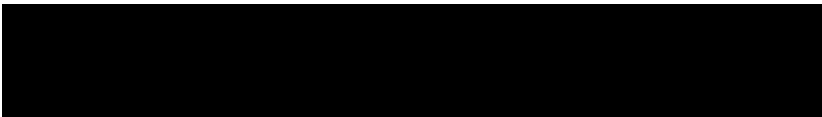
● Strongly Agree	5
● Agree	4
● Neither Agree nor Disagree	0
● Disagree	0
● Strongly disagree	0



22. Comments / Supporting Evidence / Training requirements

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Responses

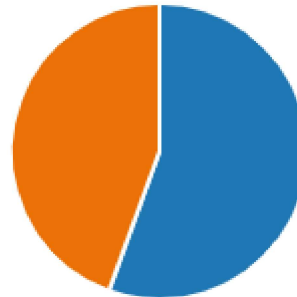
Latest Responses



23. Leadership

Strong leadership skills to solve problems, cope with crises and change, and inspire others to follow them in pursuit of the values and goals of the organisation. You should be able to:

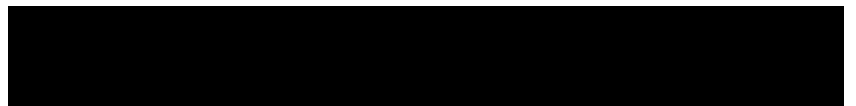
● Strongly Agree	5
● Agree	4
● Neither Agree nor Disagree	0
● Disagree	0
● Strongly disagree	0



24. Comments / Supporting Evidence / Training requirements

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Responses

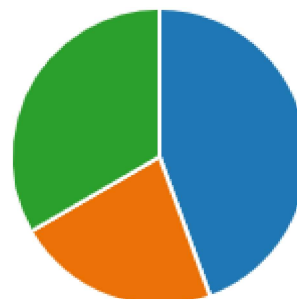
Latest Responses



25. Influencing

The ability to build good networks and relationships within and beyond the organisation is important to gain influence, have impact and progress organisational goals. You should be able to:

● Strongly Agree	4
● Agree	2
● Neither Agree nor Disagree	3
● Disagree	0
● Strongly disagree	0



26. Comments / Supporting Evidence / Training requirements

6
Responses

Latest Responses

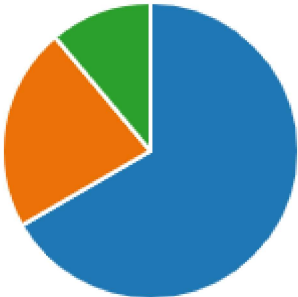


27. **Ethics and Integrity**

Members with an ethical mind-set demonstrate high standards of conduct and will be better placed to serve, advocate for and represent the organisation. Members should:

- *Model the values of the organisation*
- *Demonstrate behaviour which conforms to high standards of public conduct*
- *Place the interests of the organisation above oneself in all business matters*
- *Identify and disclose conflicts of interest relating to both oneself and others when they become apparent, and ensure these are managed appropriately*
- *Treat others justly and fairly*

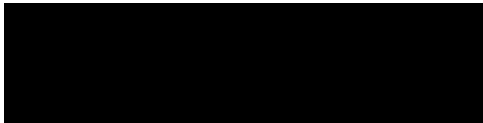
● Strongly Agree	6
● Agree	2
● Neither Agree nor Disagree	1
● Disagree	0
● Strongly disagree	0



28. Comments / Supporting Evidence/ Training requirements

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Responses

Latest Responses

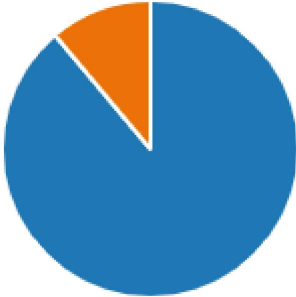


29. **Professional**

Members need to bring a professional attitude and outlook to their role in order to have influence and to command respect. Members should:

- *Maintain high standards of skill, care and diligence in professional activities*
- *Invest time in learning and personal development applicable to their directorial role, including relevant training and board experience*
- *Take responsibility for their own performance and behaviour and that of their organisation*
- *Act with integrity and honesty in all dealings*
- *Act as an advocate for the organisation, both internally and externally*

● Strongly Agree	8
● Agree	1
● Neith Agree nor Disagree	0
● Disagree	0
● Strongly Disagree	0



30. Comments / Supporting Evidence / Training requirements

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Responses

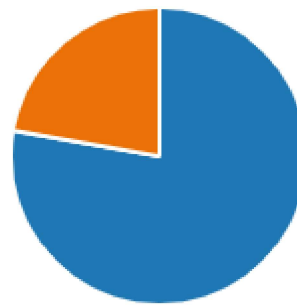
Latest Responses

31. Independence

An independent mind-set enables Members to provide the challenge and rigour required to help the Committee achieve a comprehensive understanding of information and options. Members should:

- *Encourage rigorous discussion and diverse views in order to prevent views and dispel 'groupthink'.*
- *Adopt an inquisitive approach and actively question*
- *Ask for clarification and explanation*
- *Be willing to challenge the status quo and historical ways of doing things*

● Strongly Agree	7
● Agree	2
● Neither Agree nor Disagree	0
● Disagree	0
● Strongly disagree	0



32. Comments / Supporting Evidence / Training requirements

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Responses

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