

**Chair's Report  
April 20<sup>th</sup>, 2010**

**Symposium 2010:** Congratulations to all of our staff for a most successful symposium again this. The organization and execution appeared flawless. For the regular participant it is difficult to appreciate the planning and detailed preparation that must precede an event attended by 350 stakeholders. Your efforts are much appreciated.

The location this year, the Ajax Convention Centre, improved the opportunity for attendees to network and dialogue with one another. There was a definite buzz in the room, discussion was lively, and the interaction among stakeholders who now know each other better after four or five years as well as the expectations for collaboration in the LHIN world is clearly evident.

The keynote speakers helped to stimulate and focus attention on key issues. It was particularly encouraging to have the leadership of the OMA speaking of partnerships and working together. The breakout sessions hopefully will lead to defined projects that help to move our Strategic Aims forward. And, Jenny and our staff have clearly set a benchmark and challenge for fitness and wellness needed in all health sector work sites!

Thanks, Jean, for your support in the planning process.

**Succession Planning:** The Minister and her senior staff are increasingly focussed on the succession of Board Directors as the turnover in the coming year approaches. She clearly wishes to have the most qualified and experienced people available from the communities served by each LHIN.

In discussions with the Minister and the leadership of the Public Appointments Unit (PAU), it is acknowledged that such candidates respond best to personal recruitment invitations and are less likely to respond to newspaper advertisements. What will be needed is a more robust and coordinated recruitment effort in the coming year. This has been previously recognized in the Effectiveness Review. Recommendation # 23 spoke to the need for steps to improve the timeliness of appointments and reappointments and to ensure that appointments were properly staggered.

The Minister has spoken of a high standard of candidate such that the LHIN Board can be positioned as the model of governance excellence – legitimate and relevant key players in the socio-political framework of their LHIN communities. Indeed, governance literature suggests that once Boards achieve such recognition, then recruitment and retention of top talent becomes easier.

The necessary recruitment and selection process will require the LHIN to take active charge and to work closely with the Minister's appointment staff and with the PAU to develop a list of preferred candidate options in relation to the skills matrix while still retaining a high degree of representational diversity. This will not be a passive 'place the requisite ad and sit back and see what happens' process. It will also require greater flexibility and transparency among the various parties who are involved in the OIC process.

At this time I have not heard anything further concerning the appointments in Central East that should take effect by mid-June.

**Chairs Meeting (May 5<sup>th</sup>):** Obviously I was unable to attend the most recent meeting of the Chairs since it conflicted directly with the date of the Symposium. However, I have been speaking to one of my colleagues and received a partial briefing.

The Chairs had invited the new Executive Director of LSSO, Alan Madden, to attend and present a progress report on current challenges and undertakings. He has meeting with various LHINs and has heard concerns expressed regarding the quality and timeliness of the services and programs being offered (needs not being met). Some LHINs complain of the lack of accountability of the LSSO in terms of cost and oversight. Mr. Madden described some of the key LSSO responsibilities including the development of a Human Resources framework and the development of a Procurement framework. The contract with CGI is also under review.

Although a few LHINs are critical of the LSSO, and no doubt there are ways to make improvements, it is important that we as LHINs successfully model how the back office functions can be shared across multiple organizations with different priorities and needs. This is embodied in our foundation documents.

Further to my Report last month, I understand that the CEO from Erie-St. Clair presented a Communications strategy targeted at re-branding the LHIN in the months ahead.

I understand that there was also discussion with Ken Deane concerning the Chairs' request for a waiver of the necessity of conducting the annual Board assessment in 2010, given that much assessment work has just been completed including the Bay Consulting Group project, many Boards are in membership transition, and the cost of third party assessments is substantial.

**Hats Off:** As I have described earlier in my Report, a hats off to all of our staff for a job well done in ensuring the success of our key community engagement event. The project team comprised of the following: Karen O'Brien, Katie CroninWood, Karol Eskedjian, Karen Ouellette, Shaguna Khazanchi, Elizabeth Salvaterra, Jean Achmatowicz MacLeod, Jenny Greensmith, and Maria Grant, led by Jai Mills, Project Lead. Your enthusiasm and willingness to respond to the task at hand is infectious and very much appreciated.

Respectfully Submitted,



Foster Loucks, Chair