



## **Status**

- GTF completed its mandate from IGC's decision September 15, 2018.
- Chair Sharon Slauenwhite delivered report to IGC September 13, 2019.
- GTF recommended that IGC cancel the final phase of the Governance Project.
- Because of its careful review of IRWA Governance over the previous year, GTF developed insight into areas which could be improved and recommended the following:
  - o Improving Communications;
  - Creating Fuller and Fairer Representation;
  - o Developing Competency-Based Leadership.
- The IGC decided to consider these recommendations at a workshop in February 2020.

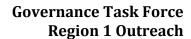


## **Governance Project Weaknesses**

- Inconsistent Messaging.
- Access to Information.
- Communication Voids.
- Limited Responses to Surveys.
- Misconceived Presentation was crucial misstep demonstrating that communication between layers of the Association had been ineffective:
  - Lack of strategic planning before Edmonton Leadership meeting
  - Absence of pre-meeting information
  - o Poor presentation of the three models
  - Rushed format
- Lack of a Case for Change

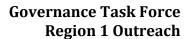
## Recommendations

- Improving Communications
  - o Important for IRWA Leaders to use multiple forms of communication to ensure relationships with members and staff are nurtured and remain a priority.
  - Simple manual which outlines available communication resources and suggested methods and practices.
- Full and Fair Representation
  - Chapters outside North America: This was the area GTF felt that a more surgical approach will get the job done.





- Industry Committees and Communities of Practice: GTF recommends this be reviewed again in one year.
- o Size of Board of Directors: GTF recommends this be reviewed again in one year.
- Competency-Based Leadership
  - GTF identified key leadership competencies:
  - GTF recommends creation of Training Program to support new and existing leaders and identifies potential future leaders. Program would include:
    - Transferable skills to benefit chapter, regional and international levels, as well as professionally.
    - New Leader Orientation.
    - Ongoing Training for Next Step/Established Leaders.
    - Review Existing training materials before creating new materials.
    - Create online volunteer "bank" to give IGC pool of volunteers to fill roles.





More Information is available at the online public community page on irwaonline.org "Governance Task Force Public Group."