

Board Skills Matrix and Gap Assessment



Skills	Gap Rating	Commentary
1. Senior Leadership Experience	Strong skills	Strong qualifications with wide range of senior leadership experiences is essential
2. Risk Management	Some gaps	Experience managing a wide range of risks; expertise in corporate risk management, focus on non-profit management and risk assessments, IT security or technology knowledge, analytics experience
3. Project Management	Strong skills	Project management and implementation expertise; event management experience an asset
4. Financial Literacy & Operational Controls	Some gaps	Experience overseeing and understanding financials; a professional designation such as CPA is desirable for at least one director
5. Strategic Thinking	Strong skills	Strong experience in private, public, and not-for-profit sectors, including curling assets
6. People Management	Strong skills	Strong leadership experience and specialized human resources experience an asset
7. Communications	Strong skills	Experience in professional communications for directors
8. High Performance/ Competitive Curler	Some gaps	Experience at national and provincial-level competitions; player, coach, etc. This skill representation can be enhanced by having an athlete representative/high performance team member as an advisor rather than director as needed
9. Marketing/Brand Experience	Some gaps	Knowledge of branding and marketing at a provincial or national level an asset
10. Governance	Some gaps	Variety and depth of governance experiences, within and outside curling, with a focus on non profits an asset
11. Stakeholder Relations	Some gaps	Wide variety stakeholder relations experiences, within and outside curling
12. Canadian Curling System Structure Knowledge & Understanding	Strong skills	Knowledge via education and participation of directors about the structure of curling in SK and Canada
13. Gender Balance	Strong skills	No more than 6 directors of one gender, option to go a single year in violation of the policy if not candidates present themselves
14. Underrepresented Group	Strong skills	Directors that identify as an under represented group (Indigenous, Metis, 2SLGBTQ+, other minority, etc)
Key Highlights Some existing board members have self identified many years experience with boards in general, from governance to organizational. Some board members individually identified critical gaps on themselves, but many other board members to fill the holes. Averages noted above		Legend Strong skills Some gaps Critical gaps