CEO/BOARD RELATIONSHIP POLICY

Policy Type – GOVERNANCE   **POLICY REF: G12**

The role of the Board is effective governance. Governance includes setting the strategic outcomes for the organisation and approving a policy framework for the organisation. The role of the CEO is to manage including implementing policies and plans to ensure the strategic outcomes are achieved within the policy framework. The Board delegates to the CEO responsibility to professionally lead and manage the organisation so as to achieve the strategic outcomes.

The CEO reports to the Board as a whole. Only decisions made by the Board acting as a Board are binding on the CEO. Decisions or instructions of individual Board members or Board sub-committees are not binding on the CEO except in the circumstance when the Board has specifically authorised it.

The Chair acts as the formal link between the Board and the CEO. The Chair and the CEO will regularly meet and interact and the Chair will advise the Board as necessary of the outcomes of these meetings or interactions.

Accordingly:

1.   The Board will set strategic outcomes for the organisation.
2.   The Board will approve a policy framework for the organisation.
3.   The Board delegates responsibility to the CEO to professionally lead and manage the organisation. The CEO in turn delegate's responsibility to staff as appropriate and staff are accountable to the CEO.
4.   The CEO is responsible for establishing all operational practices essential for the effective management of Canoe Racing NZ.
5.   The CEO is authorised to carry on the operational business of Canoe Racing NZ free from interference or intrusion from the Board or individual Board members.
6.   The CEO is not restricted from using the expert knowledge of individual Board members;
7.   The CEO must provide the Board with the information it requires to govern effectively, make decisions and monitor the overall performance of the organisation.

The Board/CEO relationship is one of trust and support. Both parties work to ensure "no surprises".