

## **Orientation and Professional Development**

A package of orientation materials has been developed for new directors of the ITA. It provides information on the background to the organization's formation, its governance and structure, and its key activity areas and outcomes. Administrative issues of relevance to directors are also addressed.

The board chair and CEO work with new directors to ensure they are appropriately briefed on current issues and the status of key initiatives, and that they are provided with all relevant background materials.

The ITA encourages and will facilitate ongoing professional development activities, through which directors enhance their skills and deepen their understanding of the organization and its operating environment.

The ITA reimburses directors for the cost of professional development activities, subject to pre-approval by the chair of the Human Resources and Governance Committee, up to a maximum of \$1,500 per three-year term.

The development of a broader program of ongoing director development – likely to include such elements as tailored presentations at board meetings and retreats – is currently underway.

The Human Resources and Governance Committee has responsibility for monitoring and making recommendations regarding director orientation and ongoing development.