

The Governance Institute

Workforce Discussion Questions for the Board

- Do we have a forecast of our workforce needs for the next three to five years? Is the forecast segmented by major job category (medical, nursing, clinical, non-clinical, support)?
- What is our overall strategy for acquiring new talent external to the organization? What is our strategy for developing internal people?
- Do our strategic plans require new talent/skillsets for successful execution?
- Is our current level of investment in internal talent development sufficient? What level of investment will be needed in the future?
- How deep into the organization (beyond the C-suite) do our succession plans extend?
- Are our internal succession plan efforts successful? How do we measure success in succession planning?
- Are we actively exploring partnerships with other organizations as a component of our workforce development plan?
- What general trends have we learned from exit interviews?
- How do our workforce development plans dovetail with broader community or regional efforts?
- Do we have effective partnerships in place with higher education institutions? How does our organization evaluate the success of such partnerships?
- Is our organization welcoming to new hires? How do we measure this?