



## HSE Board Briefing Template

<b>Subject:</b> People and Culture Committee External Membership								
<b>Submitted for meeting on:</b> 20 February 2024								
<b>Name &amp; title of author:</b> Yvonne Traynor , Committee Chairperson								
<b>Why is this information being brought to the Boards attention?</b> Decisions relating to membership and governance of the Committees of the Board is a reserved function of the Board.								
<b>Is there an action by the Board required, if so please provide detail?:</b> The Board is requested to consider and approve the proposed external membership of the Committee								
<b>Please indicate which of the Boards objectives this relates to ;</b> <table border="0"><tr><td>▪ The development and implementing of an effective Corporate Governance Framework, incorporating clinical governance and a performance management and accountability system;</td><td>X</td></tr><tr><td>▪ Developing a plan for building public trust and confidence in the HSE and the wider health service;</td><td>X</td></tr><tr><td>▪ Ensuring the HSE's full support for and implementation of the Government's programme of health reform as set out in the Sláintecare Implementation Strategy;</td><td>X</td></tr><tr><td>▪ Exercising effective budgetary management, including improving the value achieved with existing resources and securing target saving, with the objective of delivering the National Service Plan within Budget.</td><td>X</td></tr></table>	▪ The development and implementing of an effective Corporate Governance Framework, incorporating clinical governance and a performance management and accountability system;	X	▪ Developing a plan for building public trust and confidence in the HSE and the wider health service;	X	▪ Ensuring the HSE's full support for and implementation of the Government's programme of health reform as set out in the Sláintecare Implementation Strategy;	X	▪ Exercising effective budgetary management, including improving the value achieved with existing resources and securing target saving, with the objective of delivering the National Service Plan within Budget.	X
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<b>Brief summary of link to Board objectives.</b> The Board agreed at its June 2019 meeting to establish a People and Culture Committee and nominated members of the Board to the Committee with external members appointed subsequently. One of the two external members appointment to the Committee will conclude on 25 February 2024. A Board decision is now required to appoint a new member.								
<b>Background - provide context in order to ensure that the Board fully understand the issue.</b> The proposed external membership of the Committee seeks to augment the expertise of the Board members and current external Committee members with suitably qualified and experienced individuals								
<b>Highlight any implications that the Board should be made aware of in its consideration such as;</b> <ul style="list-style-type: none"><li>▪ Current status</li><li>▪ Budget</li><li>▪ Resources</li><li>▪ Impact to delivery of services</li><li>▪ Corporate Plan</li><li>▪ Sláintecare</li><li>▪ Social factors (e.g, impact on specific area such as the elderly, disabilities)</li></ul>								

- Technological factors
- Legal factors

### **Recommendation**

The Approval of the Board is now requested for Doreen Gerety to join the People and Culture Committee for a period of three years. Biography attached below.

### **Doreen Gerety**

#### **MBA, Certified Coach / Smurfit Business School, Certified MBTI, EQi Mediation**

Doreen has worked in a number of high profile multi-national organisations, across a broad range of business sectors including Semiconductors, Pharmaceuticals and Food.

She has held roles initially in Industrial and Process Engineering, Training and Development and subsequently in Organisational Development, Talent Management and Human Resources over a period of 30 years.

With her passion for individual, leadership and team development, she has worked at all levels from small self-directed work teams, to middle management teams to C-suite teams and individuals.

Doreen brings knowledge and real hands-on industry experience to support clients in co-creating future strategy and direction, creating the right talent, processes, leadership and organisational culture to deliver for the business.

#### **Experience**

During the period 2017 – 2020, Doreen completed a 3 Year assignment as HRVP for an Irish Food multinational in Latin America, supporting businesses across Mexico, Brazil and Costa Rica. During this time she was involved in the acquisition and integration of new businesses in Guatemala, Brazil and Mexico.

Her most recent role was supporting the design, staffing and delivery of a Global Business Services model centralising standardised activities in 2 global centres.

Through this experience, Doreen has a track record of aligning closely the CEOs, CFOs and Leadership Teams to define business strategy and to deliver commercial results through the development of people, systems and processes.

#### **Previous Employment**

- NEC Semiconductors
- Intel
- Elan
- Alkermes
- Kerry Group
- Strategy Development and Execution
- Culture definition, revival and alignment
- Change Management
- Organisational Design
- Organisation Assessment and Effectiveness
- Human Resources and Training
- Talent Management and Development
- Project Management

#### **Qualifications and Certifications**

- Coaching Diploma – Smurfit Business School
- Masters in Business Administration – Coventry & TUS
- Diploma in Analytical Science
- Myers Briggs Type Indicator (MBTI)
- Certification in Mediation skills
- Emotional Intelligence -EQi certified
- Leadership and 360 Tools
- Certified in Facilitation Skills
- Member Institute of Directors
- IOD Director Program – IMI – in progress