

CEO Annual Review

Delivering an objective CEO evaluation is a critical responsibility of the board of directors. Providing your CEO with comprehensive feedback around core competencies and performance expectations helps you and your CEO set goals for future growth.

Boardspan's CEO Annual Review:

- 1 Objective & Comprehensive
- 2 Tailored to Your Organization/CEO
- 3 Relevant Insights with Actionable Recommendations



1 Objective & Comprehensive

Confidential, Tactful and Constructive

- Boardspan recommends 360° participation to include board members, CEO self-review and CEO's direct reports.
- Review can be carried out as 180° only, if prudent.
- Boardspan gathers feedback during a 30 minute conversation with each participant.
- Feedback is aggregated to ensure confidentiality.
- Results are organized by key themes, supported by both quantitative and qualitative data and analysis.



2 Tailored to Your Organization/CEO

CEO competency framework covers nine areas of leadership best practices with flexibility to add up to three custom inputs.

1. Mission & Vision
2. Culture & Values
3. Strategy
4. Operations
5. Promotes Teamwork
6. Talent Development
7. Judgment & Empathy
8. Communication
9. External Constituencies & Stakeholders
10. ...
11. ...
12. ...

Encourages both quantifiable and qualitative input to keep feedback objective while providing context.



Relevant Insights with Actionable Recommendations

Objective, analytical feedback.

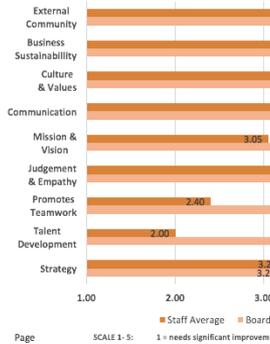
Custom report:

- Organizes findings by all participating groups (board members vs. self review vs. direct reports)
- Analyzes consistency of feedback
- Highlights performance areas of strength
- Provides constructive development recommendations
- Report oriented to help guide future goals

Qualitative Feedback

External Community	CEO has invested time with various groups externally and outcomes of those interactions have been very positive. General consensus is that he should continue to invest in external partnerships. Some Board members felt less informed about how CEO is doing in this area so a regular communications plan might help.
Business Sustainability	CEO brings sound practices across risk management and financial reporting. He focused on the immediate needs of the organization's turnaround. For the longer term sustainability of the organization, his strategic plan will be critically important.

Competency Feedback: By Groups



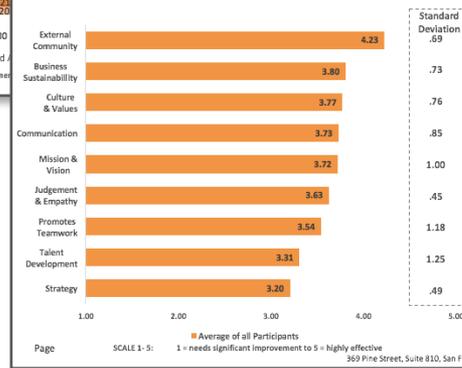
NOTEWORTHY:

Business Sustainability, Strategy and Culture & Values: the greatest consistency in ratings between the board and senior staff.

...be taking steps towards reshaping the organization as it needs to adapt to new expectations. ...thers. His messages, however, can go off beyond initial expectations. He should look to tailor his audience and pre-determine how ...e vision. He respects the organization's

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Competency Feedback Overall



NOTEWORTHY:

External Community: a clear strength.

Business Sustainability: an area where most respondents give credit for work so far

Strategy: an area where respondents would like to see more time invested.

Talent Development: stands out as an area needing attention with high variability among respondents.

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Analytics and insights to guide your actions

- Board Performance Assessment
- CEO Annual Evaluation
- Board Peer Review
- Corporate Bylaws Review

Relevant data to inform your decision-making

- Customizable Dashboards
- Document Management
- Board Scheduling/Event Calendar
- Thought Leadership

Comprehensive approach to recruitment

- Board Position Specification
- Board Gap Analysis
- Online Matching Engine
- Custom Consulting Processes

Resources to enhance your director's contributions

- Work Style Assessment
- Individual Competencies Assessment
- Board Library



Boardspan provides users with next-generation assessment, recruitment and governance tools & information.

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