



Boardroommetrics

Board Evaluation Survey Template

Your Role:

* 1. My role in the organization:

- Board Director
- C-Suite
- Other

* 2. Are you on a Standing Committee? If so, what standing Committee(s) are you part of?

- Governance
- Finance
- Nominating
- Other _____
- I am not a Committee member



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Board Evaluation Survey Template Assessment of the Board's Role

3. I understand the responsibilities of the Board.

- Strongly Disagree
- Disagree
- Neutral/Neither agree nor disagree
- Agree
- Strongly Agree

The responsibilities of the Board are:

4. I understand my role as Director of the organization.

Strongly Disagree

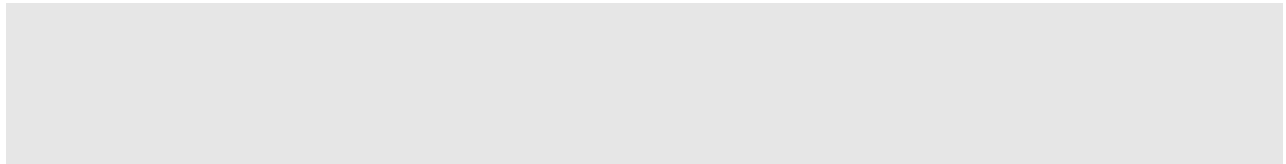
Agree

Disagree

Strongly Agree

Neutral/Neither agree nor disagree

My role as Director is:



5. I understand the mandate(s) of the standing Committee(s) I am a part of.

Strongly Disagree

Agree

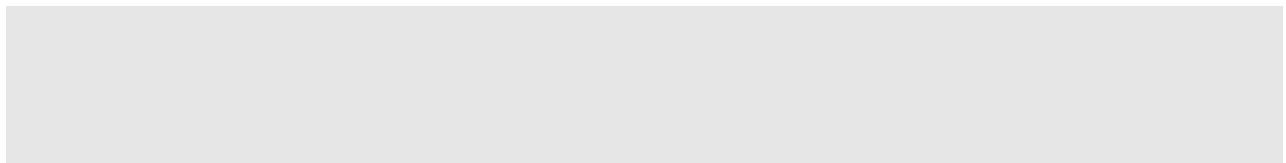
Disagree

Strongly Agree

Neutral/Neither agree nor disagree

Does Not Apply - Not a Committee Member

The Standing Committee(s) mandate is/are:



6. I understand my role as a Standing Committee member.

Strongly Disagree

Agree

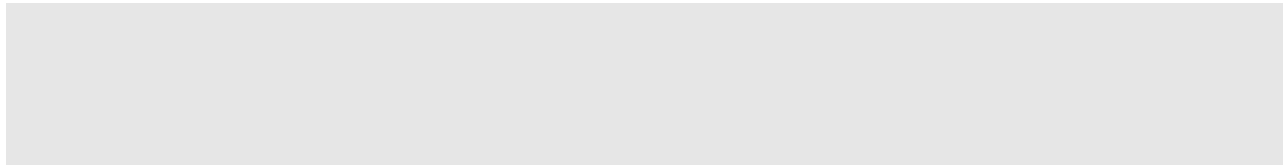
Disagree

Strongly Agree

Neutral/Neither agree nor disagree

Does Not Apply - Not a Committee Member

My role as a Standing Committee member is:





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Board Evaluation Survey Template Assessment of Governance Oversight

7. I understand the organization's mission, values and principles.

Strongly Disagree

Agree

Disagree

Strongly Agree

Neutral/Neither agree nor disagree

The mission of the organization is:

8. I understand the risks that the organization is facing in accomplishing its mission.

Strongly Disagree

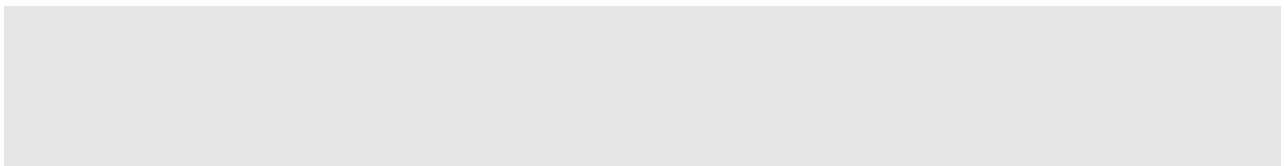
Agree

Disagree

Strongly Agree

Neutral/Neither agree nor disagree

The risks that the organization faces are:



9. I understand the organization's strategic plan.

Strongly Disagree

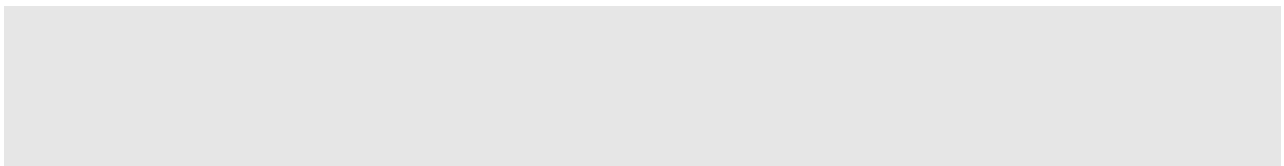
Agree

Disagree

Strongly Agree

Neutral/Neither agree nor disagree

Three strategic priorities of the organization are:



10. I understand the Chief Executive Officer's performance in leading the organization to achieve its strategic priorities.

Strongly Disagree

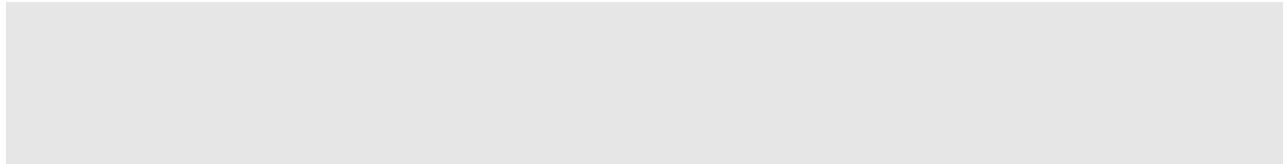
Agree

Disagree

Strongly Agree

Neutral/Neither agree nor disagree

Please identify the Chief Executive Officer's key achievement over the past year.





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Board Evaluation Survey Template Assessment of Board Effectiveness Elements - Board Composition

11. The Board has the skills and experience needed to understand and mitigate the organization's risks of not achieving its mandate.

- Strongly Disagree
- Disagree
- Neutral/Neither agree nor disagree
- Agree
- Strongly Agree

What other skills and experience may help the Board in dealing with risks better?

12. The Board has the skills and experience required to make sure the organization's strategy is achieved.

- Strongly Disagree
- Disagree
- Neutral/Neither agree nor disagree
- Agree
- Strongly Agree

What other skills and experience may help the Board make sure the strategy is achieved?

13. The Board has the skills and experience needed to manage the Chief Executive Officer's performance.

- Strongly Disagree
- Disagree
- Neutral/Neither agree nor disagree
- Agree
- Strongly Agree

What other skills and experience may help the Board manage the Chief Executive Officer's performance?



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Board Evaluation Survey Template Assessment of Board Effectiveness Elements - Board Information

14. I am given the information needed to assess the risks to the organization.

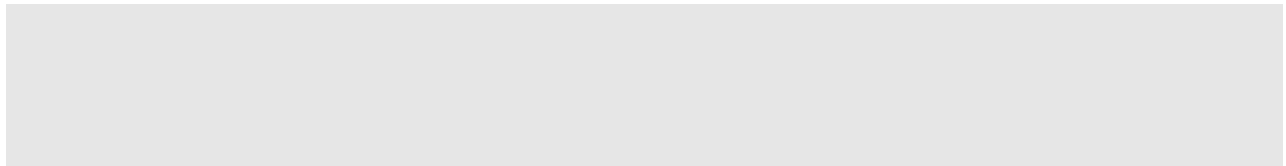
- Strongly Disagree
- Disagree
- Neutral/Neither agree nor disagree
- Agree
- Strongly Agree

What other information may help you understand the risks to the organization better?

15. I am given the information needed to understand if the organization is achieving its strategic plan.

- Strongly Disagree
- Disagree
- Neutral/Neither agree nor disagree
- Agree
- Strongly Agree

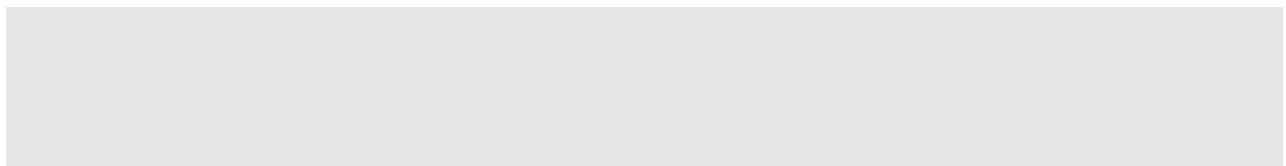
What other information may help you understand if the strategic plan is being achieved?



16. I am given the information needed to understand the Chief Executive Officer's performance.

- Strongly Disagree
- Disagree
- Neutral/Neither agree nor disagree
- Agree
- Strongly Agree

What other information may help you to understand the Chief Executive Officer's performance?



17. The Board/Committee information I am given is fully accessible.

Strongly Disagree

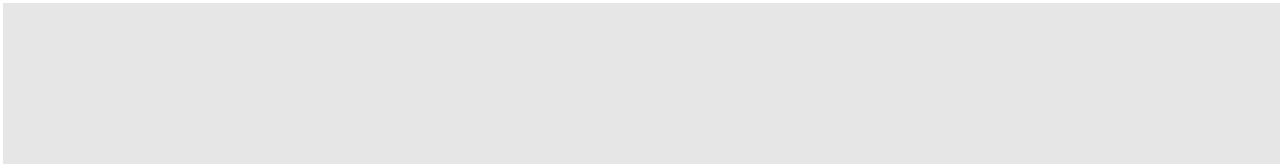
Agree

Disagree

Strongly Agree

Neutral/Neither agree nor disagree

Comment:





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Board Evaluation Survey Template Assessment of Board Effectiveness Elements - Meeting Agendas

18. Board meetings include time to review and discuss the strategic direction of the organization.

- Strongly Disagree
- Disagree
- Neutral/Neither agree nor disagree
- Agree
- Strongly Agree

Comment if you think there are ways to improve how time is spent setting strategic direction at Board meetings.

19. Board meetings include time to update and discuss risks the organization is facing.

- Strongly Disagree
- Disagree
- Neutral/Neither agree nor disagree
- Agree
- Strongly Agree

Comment if you think there are ways to improve how time is spent managing risk at Board meetings.

20. Board meetings include time reviewing and discussing progress the organization is making in executing the strategic priorities of the organization.

- Strongly Disagree
- Disagree
- Neutral/Neither agree nor disagree
- Agree
- Strongly Agree

Comment if you think there are ways to improve how time is spent advising the Chief Executive Officer at Board meetings.



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Board Evaluation Survey Template Assessment of Board Effectiveness Elements - Strategic Planning

21. The organization's strategic plan sets the priorities for achieving the organization's mission.

- Strongly Disagree
- Disagree
- Neutral/Neither agree nor disagree
- Agree
- Strongly Agree

The strategic priorities for achieving the organization's mission are:

22. The work the organization is doing is consistent with the priorities identified in the strategic plan.

- Strongly Disagree
- Disagree
- Neutral/Neither agree nor disagree
- Agree
- Strongly Agree

Please provide an example of work the organization is doing that is defined in the strategic plan:

23. I understand how progress implementing the strategic plan is measured.

- Strongly Disagree
- Disagree
- Neutral/Neither agree nor disagree
- Agree
- Strongly Agree

One of the ways progress is measured is:



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Board Evaluation Survey Template Assessment of Board Effectiveness Elements - Chief Executive Officer Performance

24. A comprehensive assessment of the Chief Executive Officer's performance against the agreed upon goals is done each year.

- Strongly Disagree
- Disagree
- Neutral/Neither agree nor disagree
- Agree
- Strongly Agree

Comment if you think the assessment of the Chief Executive Officer's performance can be improved.



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Board Evaluation Survey Template Assessment of Board Effectiveness Elements - Chief Executive Officer Succession

25. The Board has a plan to quickly appoint a new Chief Executive Officer if needed.

- Strongly Disagree
- Disagree
- Neutral/Neither agree nor disagree
- Agree
- Strongly Agree

Comment:



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Board Evaluation Survey Template Assessment of Board Effectiveness Elements - Board Succession

26. The Board regularly analyzes what skills it requires to continue providing effective governance oversight.

- Strongly Disagree
- Disagree
- Neutral/Neither agree nor disagree
- Agree
- Strongly Agree

Comment:



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Board Evaluation Survey Template Assessment of Board Effectiveness Elements - Board Orientation and Education

27. New Directors on the Board are provided with education and information they need to make important contributions within their first year on the Board.

- Strongly Disagree
- Disagree
- Neutral/Neither agree nor disagree
- Agree
- Strongly Agree

Comment:

28. The Board gets regular training on topics that support performance of its governance role.

Strongly Disagree

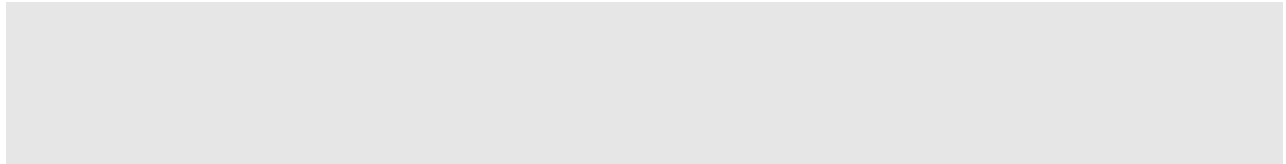
Agree

Disagree

Strongly Agree

Neutral/Neither agree nor disagree

Please comment if you would like more training or information on a specific topic.





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Board Evaluation Survey Template Assessment of Board Effectiveness Elements - Board Culture

29. The way the Board works is objective, collaborative and respectful.

- Strongly Disagree
- Disagree
- Neutral/Neither agree nor disagree
- Agree
- Strongly Agree

If the way the Board works can be improved, please explain:



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Board Evaluation Survey Template Assessment of Board Effectiveness Elements - Board Leadership

30. The Chairperson keeps the Board focused on its oversight responsibilities.

- Strongly Disagree
- Disagree
- Neutral/Neither agree nor disagree
- Agree
- Strongly Agree

Comment:

31. The Chairperson is available to discuss Director questions and concerns.

Strongly Disagree

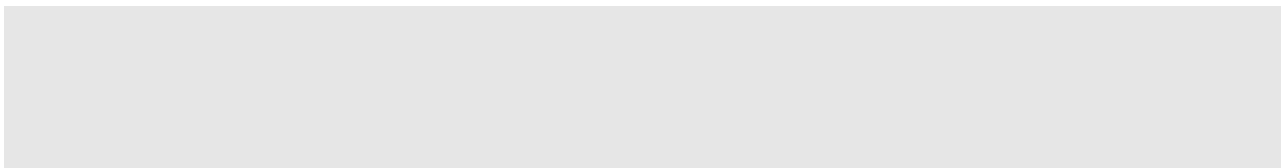
Agree

Disagree

Strongly Agree

Neutral/Neither agree nor disagree

Comment:





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Board Evaluation Survey Template Assessment of Board Effectiveness Elements - Committee Chair Leadership

32. My Committee Chairperson(s) keeps my Committee(s) focused on its/their mandate.

- Strongly Disagree
- Disagree
- Neutral/Neither agree nor disagree
- Agree
- Strongly Agree
- Does Not Apply - Not a Committee Member

Comment:

33. The way my Committee(s) work(s) is objective, collaborative and respectful.

Strongly Disagree

Agree

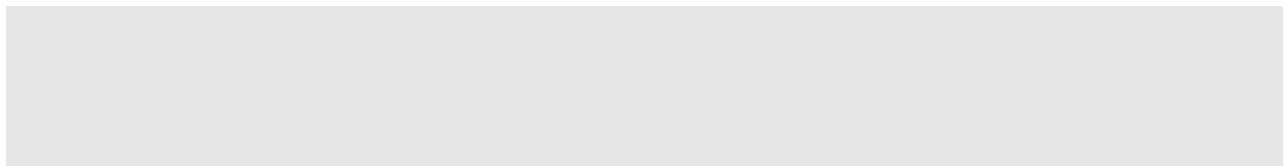
Disagree

Strongly Agree

Neutral/Neither agree nor disagree

Does Not Apply - Not a Committee Member

Comment:





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Board Evaluation Survey Template Final Comments

34. Please comment on the strengths of the Board.

35. Please comment on one area the Board should work to improve performance of its governance oversight role.

36. Any other comments.

Thank you for completing the Board Effectiveness Survey.



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CEO Evaluation Template

Your Role

* 1. My role in the organization (mandatory):

- Board Director
- CEO
- Leadership Team
- Other



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CEO Evaluation Template Assessment of the CEO's Performance

2. The CEO has developed and consistently communicates a clear vision for the organization.

- Strongly Disagree
- Disagree
- Neutral/Neither agree nor disagree
- Agree
- Strongly Agree

My understanding of the CEO's vision is:

3. The CEO has effectively lead the development, Board approval and implementation of the strategic plan for the organization.

- Strongly Disagree
- Disagree
- Neutral/Neither agree nor disagree
- Agree
- Strongly Agree

The strategic priorities of the organization are:

4. The CEO has attracted and retained a skilled and highly effective leadership team.

- Strongly Disagree
- Disagree
- Neutral/Neither agree nor disagree
- Agree
- Strongly Agree
- Does Not Apply - Not a Committee Member

Comment:

5. The CEO has established a positive organizational culture that contributes significantly to the success of the organization.

Strongly Disagree

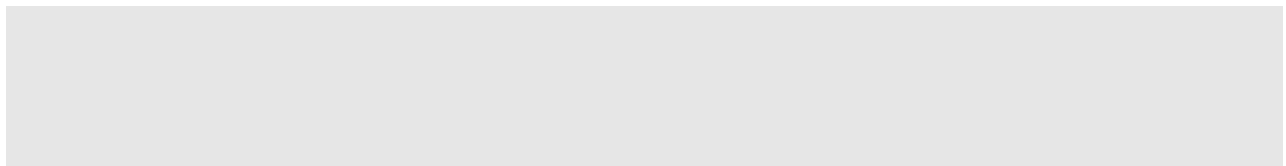
Agree

Disagree

Strongly Agree

Neutral/Neither agree nor disagree

Please describe the culture of the organization.



6. The CEO has developed and maintained effective relationships with external stakeholders of the organization.

Strongly Disagree

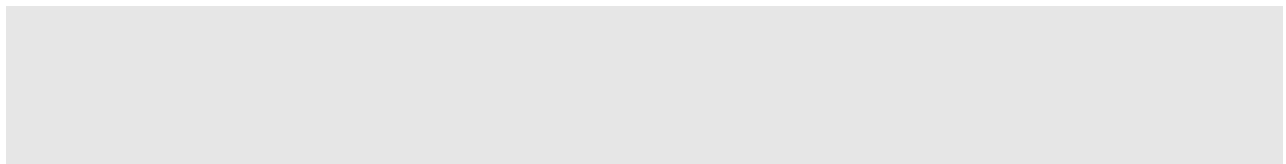
Agree

Disagree

Strongly Agree

Neutral/Neither agree nor disagree

Comment:



7. The CEO has developed and maintained a productive, respectful relationship with the Board.

- Strongly Disagree
- Disagree
- Neutral/Neither agree nor disagree
- Agree
- Strongly Agree

Comment:

8. As a result of the CEO's leadership, the organization has achieved the goals approved by the Board in the strategic plan.

- Strongly Disagree
- Disagree
- Neutral/Neither agree nor disagree
- Agree
- Strongly Agree

Comment:



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CEO Evaluation Template Assessment of the CEO's Leadership Skills

9. The CEO is a strong, effective communicator.

- Strongly Disagree
- Disagree
- Neutral/Neither agree nor disagree
- Agree
- Strongly Agree

Comment:

10. The CEO is a consistent, clear decision maker.

- Strongly Disagree
- Disagree
- Neutral/Neither agree nor disagree
- Agree
- Strongly Agree

Comment:

11. When faced with unexpected challenges the CEO is calm and decisive.

- Strongly Disagree
- Disagree
- Neutral/Neither agree nor disagree
- Agree
- Strongly Agree

Comment:

12. The CEO is comfortable delegating responsibility to others.

- Strongly Disagree
- Disagree
- Neutral/Neither agree nor disagree
- Agree
- Strongly Agree

Comment:

13. The CEO is a strong planner who has identified the most important priorities for the organization to focus on.

- Strongly Disagree
- Disagree
- Neutral/Neither agree nor disagree
- Agree
- Strongly Agree

Comment:

14. The CEO is skilled at coaching other people to be successful.

- Strongly Disagree
- Disagree
- Neutral/Neither agree nor disagree
- Agree
- Strongly Agree

Comment:

15. The CEO is comfortable receiving constructive feedback.

Strongly Disagree

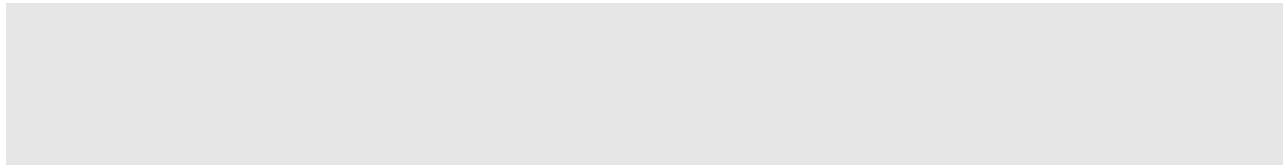
Agree

Disagree

Strongly Agree

Neutral/Neither agree nor disagree

Comment:





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CEO Evaluation Template Final Comments

16. Please comment on the strengths of the CEO.

17. What is the most important opportunity you have identified for the CEO to improve personal performance.

18. Any other comments.

Thank you for completing the CEO Evaluation Survey.