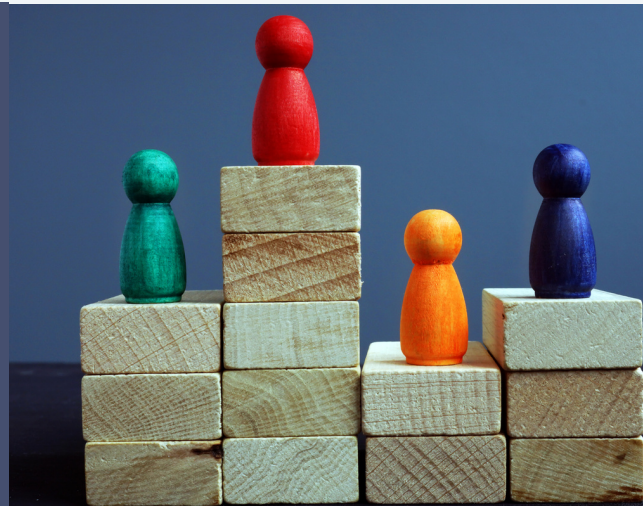


BOARD EVALUATION CASE STUDY

Driving Board Effectiveness: The
Power of External Board
Evaluations



Challenges

- Manual Assessments
- Lack of Meaningful Feedback
- Low Completion Rates
- Perfect scores on Assessments

Impact Summary

Benefit 1

100% completion rate, Talentonic's online tool was accessible on tablets and mobiles, so Directors were able to respond easily

Benefit 2

Confidential and honest feedback enabled the Board to identify areas for improvement and celebration

Benefit 3

Directors on the Board received feedback that gave them valuable insights on how they were being perceived by colleagues

Results

The feedback highlighted areas where the Board could improve and for the very first time Directors gave confidential suggestions to elevate effectiveness. Increasing diversity in composition, meeting more frequently and improving risk oversight were the 3 big take aways. Directors gave very positive feedback on the reports, the design of which let them get to action planning quickly.

Background

A financial services client grappled with a challenge: the paucity of substantive inputs for its Board Assessments. Despite outreach efforts, responses took a long time to come in, characterized by flawless ratings and an absence of improvement recommendations. Recognizing the pivotal role of Board performance in propelling business outcomes, the company resolved to elevate its governance effectiveness. The board elected to commission Talentonic HR Solutions for an external evaluation.

Engagement

We engaged in the following way

1. Interviewed the Company Secretary, CEO and NRC Chair to understand their vision and challenges.
2. Designed a short questionnaire benchmarked against best practice with insightful questions
3. Introduced Director Feedback Reports to improve the loop back to Directors