

# BOARD EVALUATION

Board evaluations with 1-1 feedback conversations have the power to transform performance and drive success for organizations

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## BACKGROUND

XYZ Corporation is a global leader in the technology sector, with a diverse board of directors comprising industry experts and seasoned executives. The company has a strong track record of innovation and growth, but its board had not undergone a formal externally run evaluation in several years. The CEO believed that an external evaluation of the Board's performance was needed to identify areas for improvement and enhance overall effectiveness.

## ENGAGEMENT

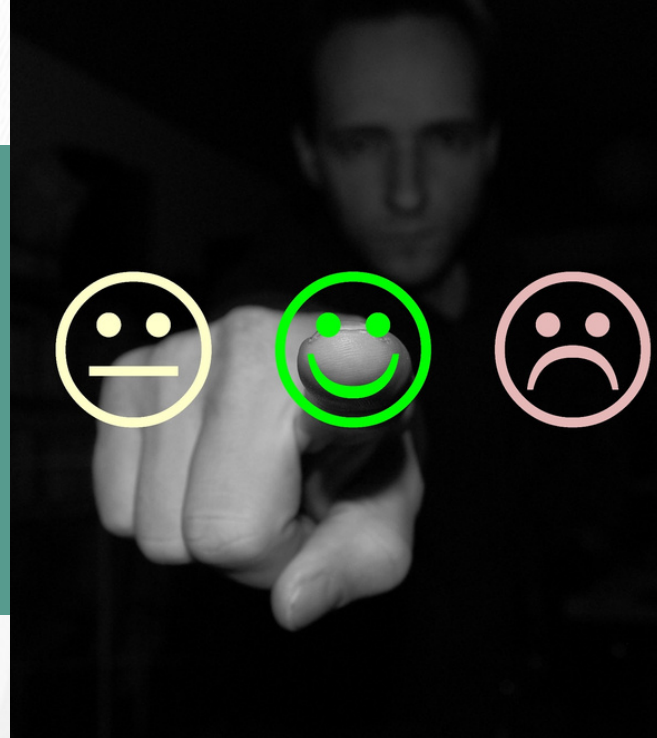
Talentonic HR Solutions was engaged to conduct an external board evaluation for XYZ Corporation. The scope of the evaluation included an assessment of board composition, structure, processes, and performance. Talentonic conducted interviews with each Board member, as well as with the CEO and other senior executives. The Firm also surveyed the Board members, including Independent Directors and senior management, to gather feedback on the Board's performance.

## APPROACH

Talentonic's approach to the board evaluation focused on several key areas, including board composition, diversity, governance, strategy, succession planning and risk management. It conducted a thorough analysis of the board's composition and identified areas where diversity could be improved, including gender diversity. Talentonic also assessed the effectiveness of the board's governance practices, including its oversight of risk management and strategy.

## RESULTS

Talentonic's Board evaluation identified several areas for improvement, including the need for greater diversity on the board and improvements in the board's oversight of risk management. In addition, the evaluation highlighted the importance of 1-1 feedback conversations between Board members and the CEO to improve overall effectiveness



## IMPACT

Based on the findings of the evaluation, XYZ Corporation implemented several recommendations:

- The addition of two new board members with diverse backgrounds and expertise in areas where the board had identified weaknesses.
- They established a formal process for conducting 1-1 feedback conversations between board members and the CEO, which helped to improve communication and collaboration among the board members.
- They agreed that alternate Board meetings would be in person to allow relationship building



## MANAVI DHAWAN-GUHA

Partner, Talentonic

"For over 6 years, our company has been improving the effectiveness of Boards across industries. Boards are made up of Leaders and asking the right, thought provoking questions and drawing insights from feedback, that's what we do best"