



Assuring Board Efficacy

- **Is your Board aligned and on the same page?**
- **Is there accurate, honest, and timely Feedback?**
- **How are your relationships with the Directors?**
- **Are you aware of their concerns and yearns?**
- **Can the Board enhance it's effectiveness with greater ease?**



Board Assessments

Board Assessments have become a standard component of best practices for Governing Boards - in public, private, and non-profit sectors. Progressive and conservative boards alike have taken advantage of the tool having integrated them into their self-management process. Assessments augment operation procedures, creating common language and incremental avenues for feedback - providing unique opportunities to adjust alignment and focus on vision, mission and execution. The use of outside professional advisors to guide the process has proven to add value to boards; supplementing the active schedules and constraints of a Director by bringing a dedicated focus, while meeting the requirement for confidentiality and blending with each board's unique culture and challenges - resulting in:

- ***Uncovering obstacles and identifying potential blind spots***
- ***Communicating the uncomfortable***
- ***Highlighting areas of need***
- ***Improving Trust and Board Dynamics***

Board Alignment Program Offering

- Board Assessments
 - o Snapshot – a facilitated self-assessment, targeting a general overview to enhance communications while consolidating input to enhance clarity
 - o General Self-Assessment – customized to focus on the most current priorities while expanding input to external Stakeholders, Advisors and Senior Mgt.
 - o Board Assessment and Governance Operational Audit - quantitative and detailed
- CEO 360 Multi-Rater Feedback
- Director Peer Effectiveness Reviews
 - o Peer, Lead Director, and Chairman 360 qualitative assessments
 - o Committee Assessment (Nominating, Audit, Compensation, Governance,...)
- Consulting Services – follow-on projects and coaching programs to address priorities

Methodology

Customized online input is followed by confidential one-on-one interviews and then delivered in either individual or group sessions with special follow-up as required. The mix of the benefits derived from both quantitative and qualitative styles are invaluable in opening a dialog on board performance, effectiveness and gaps for improvement. The intent is to balance appreciative and critical style while taking into consideration the time constraints and cultural objectives of the board. Certified professional executive coaches facilitate the input, feedback, and follow-up phases.

iCollabora - is a Management Consulting and Executive Coaching firm dedicated to helping senior management accomplish personal and enterprise goals in pursuit of vision while creating a legacy of authenticity, fulfillment and accomplishment. Mark Mickelson (Principal) brings a unique mix of professional and operational experience and perspective to the assessment process - a professional executive coach having also spent 20 plus years in sales, marketing, and general management in the Information Technology space.

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