

INDIVIDUAL DIRECTOR PERFORMANCE EVALUATION

Board members to be evaluated by the Chairperson

KEY ISSUES TO BE CONSIDERED

- ◆ Strategic Thinking
- ◆ Corporate Governance
- ◆ Competence
- ◆ Independence
- ◆ Preparedness as a Director
- ◆ Personal Attributes
- ◆ Awareness of operational Environment including stakeholders
Interests

Name of the State Corporation.....

Name of the Director.....

Date of Appointment.....

End of term.....

Evaluation criteria

Use a scale score of 1 [very poor] to 5 [very good] as appropriate. [i.e., 1 – Very poor; 2 – Poor; 3 – fair; 4 – Good and 5 – Very good]

Tick only one option in the range of very poor (1) to very good (5)	SCORES				
	1	2	3	4	5
Strategic Thinking					
1. Contribution to the strategic planning process					
2. Ability to contribute at a strategic level in Board debate					
Corporate Governance					
3. Understanding of the role of the Board (governance versus management)					
4. Acceptance of collective responsibility and Board room confidentiality					
5. Level of understanding with regard to the legal and ethical responsibilities of the Board					
Competence					
6. Contribution to the Board: strengths, abilities, experience and judgment					
7. Availability and willingness to attend meetings and actively participate in the work of the collective agency					
8. Understanding the financial structure of the Corporation					
9. Understanding of the business of the Corporation as a whole					
10. Level of understanding of the relevant sector					
11. Communication with fellow Board members, CEO and stakeholders					
12. Level of understanding of the market, the customer and quality focus					

Independence					
13. Confidence and courage of thinking, speaking and acting					
14. Ability to constructively debate in a reasoned manner					
15. Willingness to take an independent viewpoint					
Preparedness as a Director					
16. Preparation for meetings					
17. Contribution to committee work					
18. Willingness to give extra time with Chairman/CEO on relevant matters between meetings					
19. Knowledge of Corporation's key officers, managers and facilities					
Personal Attributes					
20. Attributes and skills brought to the Board					
21. Understanding of socio-economic issues facing the country and the business					
22. Level of ethical and moral judgment					
23. Preparedness to keep abreast with latest developments in the sector and in their corporate responsibilities.					
Awareness of shareholders and Stakeholders					
24. Awareness of appointing authority and stakeholders expectations					
25. Understanding of sectoral reform					
26. Level of understanding of the Boards obligations to staff, the Government with respect to Board policy					
27. Understanding of the relationships between other key players in the sector					
Total Scores (per range)					
Overall rating (Total Score ÷ The number of questions)					

Commitment

The rating has been discussed between the Director and Board Chairperson

Signed

Name..... Date.....

Director.....Date.....