

# CHIEF EXECUTIVE OFFICER'S PERFORMANCE EVALUATION

Name of the State Corporation.....

Name of the Chief Executive Officer.....

Date of Appointment.....

End of term.....

Name of the Chairperson.....

## Evaluation criteria

Use a rating scale 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] to evaluate performance

Tick only one option in the range of very poor (1) to very good (5)	SCORES				
	1	2	3	4	5
<b>Strategy</b>					
1. Recommending to the Board long term strategy and annual business plans and budgets					
2. Effective and efficient implementation of the strategic plan					
3. Continuous achievement of financial and non-financial Key Performance Indicators					
4. Leading change and change management					
<b>Board Issues</b>					
5. Ensuring accurate and relevant information to the Board in a timely manner					
6. Generating alternatives to inform Board decision making					

7. Effective implementation of corporate policies and programmes					
8. Ensuring compliance with the laws of the country					
9. Increasing customer and shareholder/public value					
10. Effective management of corporate risk					
11. Ensuring appropriate organizational and management structure					
<b>Leadership</b>					
12. Effective communication of vision, goals and values					
13. Fostering a culture that promotes ethical practices and good corporate citizenship					
14. Ensuring a conducive work environment for attracting, retaining and motivating employees					
15. Continuous improvement in quality and value of service					
16. Effective communication with shareholders and stakeholders					
17. Effective communication with the Board and employees					
18. Confidence and courage of thinking, speaking and acting					
<b>HR Issues</b>					
19. Ensuring alignment of HR to corporate strategy					
20. Ensuring succession planning, employee growth and development					
21. Safeguarding human capital necessary for optimal corporate performance					
<b>Total Scores (per range)</b>					
<b>Overall rating (Total Score ÷ The number of questions)</b>					

**Comments**.....  
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**Recommendation**.....  
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**Commitment**

The rating, comments and recommendations have been discussed between the Chief Executive Officer and Board Chairperson

**Signed**

**Chairperson**..... **Date**.....

**Chief Executive Officer**..... **Date**.....