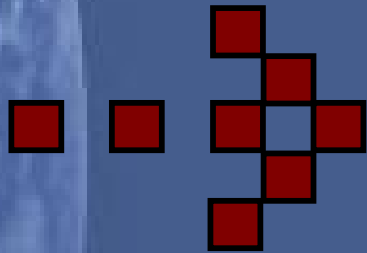


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**How to Select the CEO?
How to Evaluate the CEO?**

Med Jones



Здравствуйते

こんにちは

سلام

Howdy

你好

नमस्ते

Ciao

Hola

您好



여보세요

Hallo

Guten Tag

مرحباً

וּלְהַ!

Salut

Obrigado

Xin chào



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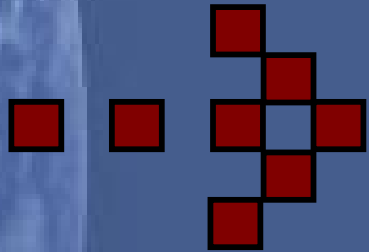
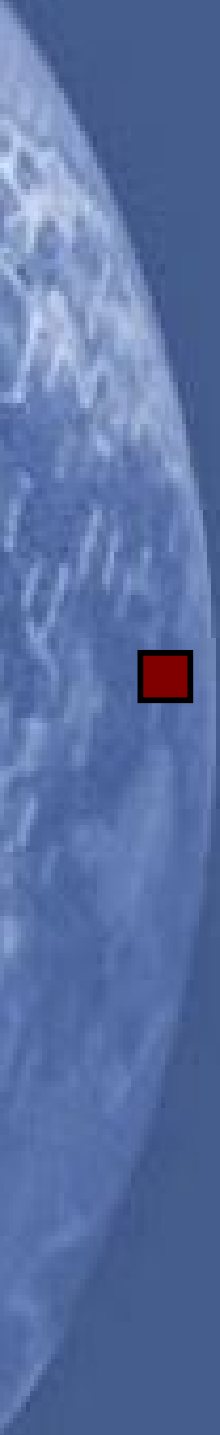
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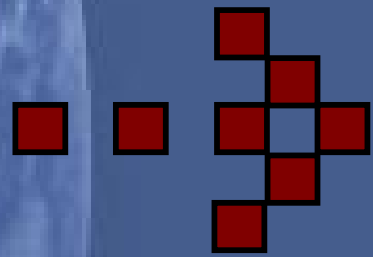
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Governance



Board of Directors (BOD) & the Chief Executive Officer (CEO)



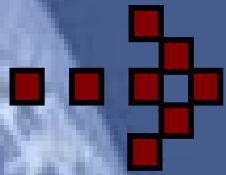
How to Evaluate a CEO?

The CEO Selection and Evaluation Criteria



The CEO's Top 3 Challenges

1. Change & rate of change
 - Rapidly changing external and internal environments make most strategies obsolete (resources, competition, technology, regulations...)
2. Complexity: Interaction of internal and external forces making strategy difficult to execute, monitor and control
 - Information analysis & decision making process
 - Coordination
 - Monitoring & control
3. Balancing stakeholders interests (investors, supplier, partners, employees and clients)
 - Balancing and resolving conflicting demands and priorities
 - Power and politics



CEO Performance - Evaluation Criteria

- The level of financial and non-financial business performance is based on three internal factors
 - Strategy
 - Leadership
 - Execution
- The next questionnaires can help the CEOs, BODs and management consultants in assessing and identifying performance gaps



Evaluating “CEO Strategy”

- Does the CEO have a good understanding of the business environment/industry?
- Does the CEO have an adequate knowledge of the company’s business model/operations and allocation of its resources?
- Did the CEO accurately assess the company’s SWOT?
- Did the CEO identify alternate competitive strategies & choose best fit?
- Are enterprise performance targets compatible with organizational resources and structure?



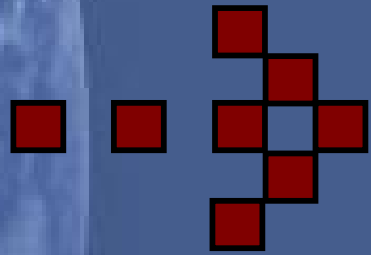
Evaluating “CEO Leadership”

- Does he/she have enough power?
- Is the leadership style suitable for the organization?
- Does the CEO’s outlook/personality/attitude/ethics win trust, support and action from others?
- How are the CEO’s EQ, people, political, communication and crisis management skills?
- How is the corporate culture, employee motivation and pride?



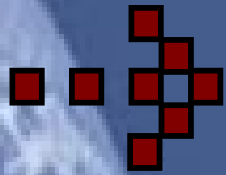
Evaluating “CEO Execution”

- Did the CEO identify, communicate and develop key success factors (CSFs) within the organization?
- Does the company have adequate performance monitoring and control systems to track the progress of work and take corrective action when required?
- Does everyone in the organization understand the game plan and their role within agenda?
- Are enterprise-wide initiative, programs, projects properly aligned and integrated?
- Is the organization operating at optimized state (efficiency and effectiveness metrics)?



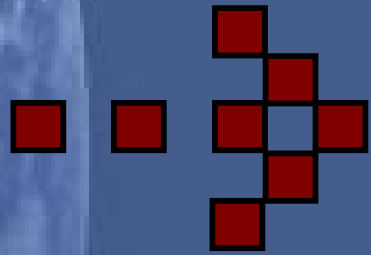
CEO & BOD Questions

How to Select a CEO?
CEO Evaluation and Development Questions



BOD & CEO Evaluation

- Questions that every Board must ask its CEO
- Questions that every CEO must ask his/her executive team
- <http://www.ceocoach.us/howtoevaluteaceo.pdf>



CEO Evaluation Toolkit

Business Case. Strategy. Action Plans. Assessment Forms.
Feedback Templates. Communication Scripts. Checklists.
Recommendations. Executive Presentations. Contracts.
Insights. Best Practices. Pitfalls. Tables. Scorecards.



Questions?



Спасибо

Gracias

Grazie

متشكراً

ありがとう
ございます

धन्यवाद

Merci

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Danke

谢谢

너를 감사하십시오

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Howdy

Thank you

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אנא בדוק האם המלה

Cảm ơn