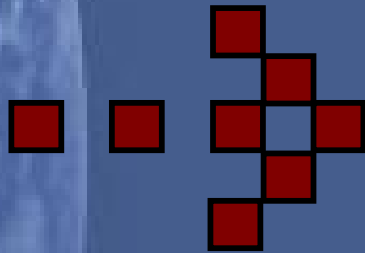


**CEO Seminars**

Executive Action Learning Seminars

CEO Club  
Executive Courses



**International  
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Executive Education Courses

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

Med Jones



Здравствуйтe

こんにちは

سلام

*Howdy*

你好

नमस्ते

Ciao

*Hola*

您好



여보세요

*Hallo*

*Guten Tag*

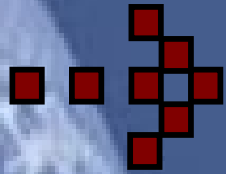
مرحباً

וּלְהַ!

*Salut*

Obrigado

Xin chào



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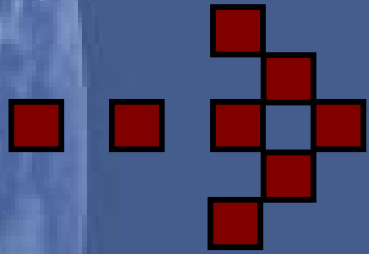
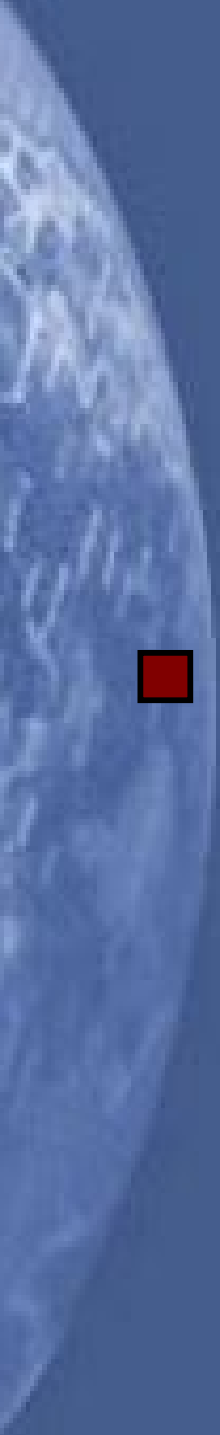
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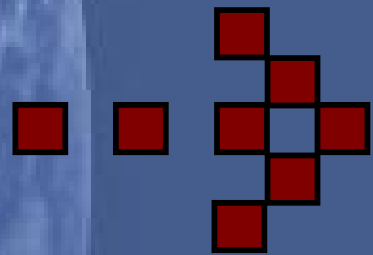
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# *Governance*



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



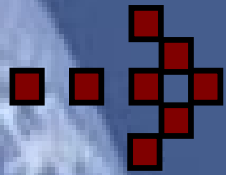
# *How to Evaluate a CEO?*

The CEO Selection and Evaluation Criteria



# The CEO's Top 3 Challenges

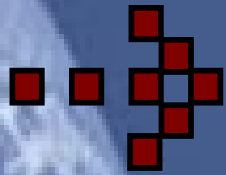
1. Change & rate of change
  - Rapidly changing external and internal environments make most strategies obsolete (resources, competition, technology, regulations...)
2. Complexity: Interaction of internal and external forces making strategy difficult to execute, monitor and control
  - Information analysis & 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?



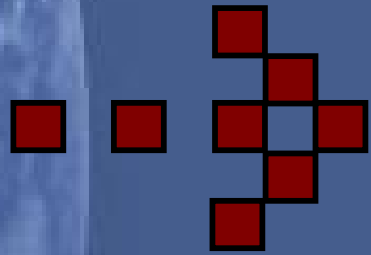
# Evaluating “CEO Leadership”

- 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)?



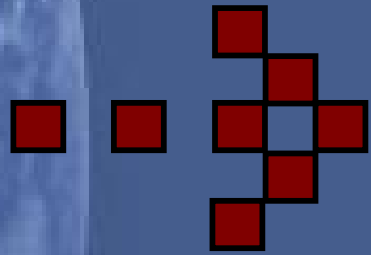
# CEO & BOD Questions

How to Select a CEO?  
CEO Evaluation and Development Questions



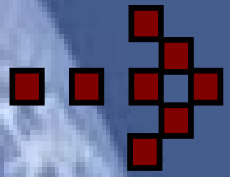
# BOD & CEO Evaluation

- 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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You Can Visit**

*Danke*

谢谢

너를 감사하십시오

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*Howdy*

*Thank you*

謝謝 شُكْرًا

אנא בדוק האם המלה

Cảm ơn