



**SCHELSTRAETE & DESMEDT**  
EXECUTIVE SEARCH

## EVALUATE YOUR BOARD

### Does your Board really work?

**Welcome to the Board Effectiveness Test. Directors and CEOs might feel that their board is functioning well because board members read the material they are sent, attend board meetings, listen attentively, and are basically conscientious and well-meaning. But many boards that appear to be dutiful are not optimizing their potential to add value to the corporation. The following set of questions can provide a quick assessment of whether the board is working.**

1. Do board members individually and collectively understand the changing external picture of the industry?
2. Are board members individually and collectively clear about the company's strategic direction?  
Does the board have a process for shaping and approving the strategy?
3. Is a process in place for frequently reviewing the CEO and giving him or her unmistakably clear feedback?
4. Is the board comfortable with the notion that the company has the right CEO?  
If not, is the board actively dealing with the issue?
5. Is the board fully conversant in the processes for succession planning and leadership development?
6. Is reality put on the table?
7. Does the board have a robust process for self-evaluation and improvement?
8. Is the board evergreen in its composition and relevant to the company's needs  
(that is, having global diversity, age balance, balance in perspective and experiences)?