

CEO PERFORMANCE EVALUATION

BEST PRACTICES

By Peter Myers

EXECUTIVE SEARCH

Power Up.

TOP TIER APPROACH

Attract the talent necessary to satisfy the strategic context of key positions.



BOARD DEVELOPMENT

Bring It.

FACILITATE TRANSFORMATIONAL CHANGE

Guide the organization strategically forward.



DDJ Myers

T C M

for Boards

The DDJ Myers Transformational Change Model
The catalyst to becoming a high performing board.

STRATEGIC PLANNING

Going Deep.

STRATEGIC OPPORTUNISM

Discovering, empowering, and taking action on your organization's true potential.

EXECUTIVE DEVELOPMENT

Right Now.

STRATEGIC BENCH STRENGTH

Cultivate strategic thinking, enhance coordination, elevate pragmatic communication, and eliminate silos.

Why CEO Performance Evaluations?

**Tracking the
Relationship between
Credit Union Governance
and Performance**

Jesse Chen
Antonio Spizzirri
Matt Fullbrook
Clarkson Centre for Board Effectiveness
Rotman School of Management
University of Toronto

filene
RESEARCH INSTITUTE



“Of all the measured relationships, the only governance practice that yielded a strong positive correlation with actual credit union ROA performance was whether boards felt they had an effective CEO evaluation in place.

In other words, boards that felt they had a **strong CEO evaluation** in place were more likely to yield **stronger ROA performance.**”

WHY

HOW

=

**Board & CEO
Partnership**

WHY

Nine WHYs

1. Reinforce Strategic Priorities
2. Measure What is Important
3. Stimulate Growth
4. Extract Directors' Perspectives
5. Get Aligned as a Board
6. Measure Culture's Pulse
7. Succession Planning
8. Frame Future Actions
9. A Structure to (Re)Align Board-CEO

HOW

Nine HOWs

1. Start Early
2. Assign Committee or Full Board
3. Establish the Context
4. Calibrate
5. Stimulate the CEO's Hunger for Improvement
6. Distinguish CEO Performance & Scorecard
7. Deliver Results
8. Provide Runway for Lift
9. Keep it Alive

WHY

HOW

=

**Board & CEO
Partnership**

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Nine Hallmarks Of A Strategic CEO Evaluation

September 04, 2019



by Peter Myers
Senior Vice President
CUU News Ltd

7 minutes

The opportunity is to shift the focus to being more practical and pragmatic and to implement a practice that accelerates strategic dialogue and boosts board/CEO alignment.



Create a Power Team
CUES Symposium

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CEO

ARTICLE

Build A Better CEO Evaluation Methodology

September 27, 2019



by Peter Myers
Senior Vice President
CUU News Ltd

8 minutes

Move your board's performance review process from routine to dynamic.


There are two types of board-CEO relationships in our industry—good relationships and bad relationships. At either end of that spectrum, re-wamping the CEO evaluation process could help your credit union step up its game.

Here are nine steps to take:

Start early. The evaluation process can take a couple months, but if you're planning a major overhaul of your process, it's best to allow for several additional months on the front end. Don't wait until the first quarter to start planning last year's evaluation (a survey each director will complete.) Instead, have the methodology and evaluation tool already in place by December so the CEO and board have a clear, shared understanding of expectations as a new year begins.

Blast the CEO Interview!

Podcast for Credit Unions by **DDJ Myers**



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**CEO
SUCCESSION PLANNING:**
A COMPREHENSIVE OVERVIEW

Deedee Myers, PhD, CEO
Peter Myers, SVP

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WOMEN IN CREDIT UNION LEADERSHIP POSITIONS

presented by
Deedee Myers/Peter Myers

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Advancing Leadership Success

Podcast for Credit Unions by DDJ Myers

CEO & Board Succession Planning: Readying for Change

presented by Deedee Myers/Peter Myers

Start the conversation,
prepare your organization.

DDJ Myers
Advancing Leadership Success

Thank You!

Peter Myers, MSC, PCC

pmyers@ddjmyers.com



@Peter_Myers

(800) 574-8877

DDJMyers.com



@DDJMyers