## 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 BOARD DEVELOPMENT Control C

### FACILITATE TRANSFORMATIONAL CHANGE

Guide the organization strategically forward.



# DDJMyers

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**

## 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



"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**."











## **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







## **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





## Board & CEO Partnership









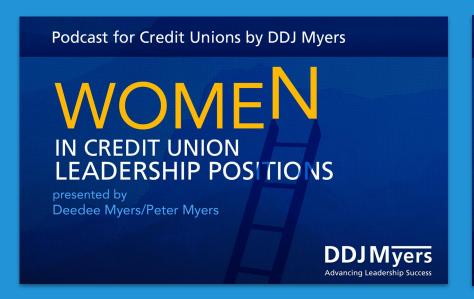
## Webinars:

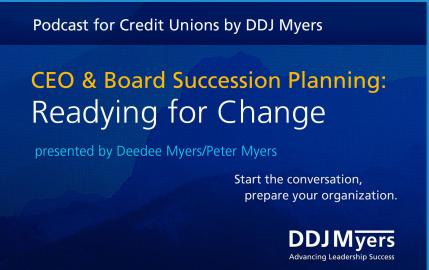






### **Podcasts:**







## Thank You!

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