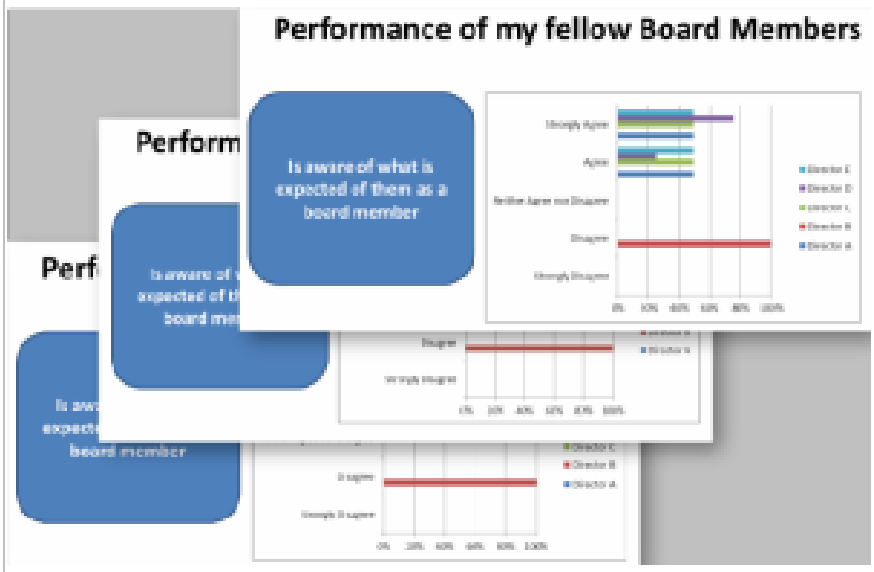
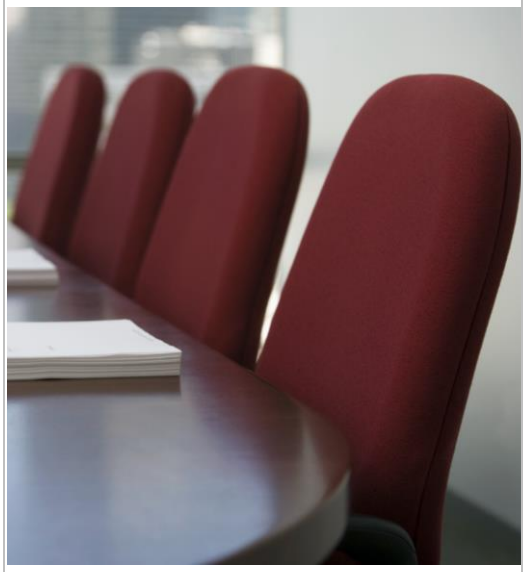
Excellencia

the corporate governance experts

Board Evaluation • Director 360





Director 360

360⁰ Assessment of the contributions of fellow directors to the Board

The Excellencia Director 360 questionnaire is an on-line questionnaire completed by all board members individually giving directors the opportunity to compare their own assessment of performance and contribution with that of their peers.

Working with the Board Chair or Company Secretary, we select the most appropriate evaluation questions for the questionnaire which will cover the following:

- 360⁰ assessment of the contributions of fellow directors to the Board including the effectiveness of contributions across a full range of issues, willingness of individuals to take a lead on issues including those outside their direct area of responsibility, and the ability to keep up to date with new issues and bring them to the attention of the Board where appropriate.
- 360⁰ assessment of Board behaviours including: listening, constructive challenge to others, conflict avoidance, openness to challenge and building a consensus.

In 4 steps

Design the on-line Director 360⁰ questionnaire.
We will work with the Chair, using a set of template questions, to create a tailored Director 360⁰ questionnaire for the board, Template questions can be modified or new questions can be created as required

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Board members complete the questionnaire on-line.
Once invitations have been circulated by e-mail to board members, the Chair is kept informed of progress and notified of any outstanding responses.

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Analysis of questionnaire responses.
We analyse the questionnaire responses and present them to the Chair so that they can feedback to the board members individually before the anonymised results are presented to the board.

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Identification of further development.
Working with the Chair we identify what further development is required for the board

Director 360⁰ is a component of the Excellencia Board Evaluation program which includes Board effectiveness, board observations, strategic away day facilitation and board development planning. For more information contact David Doughty on david.doughty@excellencia.co.uk or call 01173 827 820

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