

Talent Intelligence

Leadership Risk Management

IMPROVING BOARD EFFECTIVENESS

November 2009

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Talent Intelligence has developed a robust model for evaluating board effectiveness and for using this information as a basis for planning systematic board development initiatives.

Our underlying methodology relies on a combination of customized online surveys with in-depth, confidential interviews and discussions with each Director (and where appropriate selected managers who interact regularly with the board) to solicit their input around a series of topics, which have been identified as critical to the effective functioning of the board.

The process is challenging and provides a thorough review of the most important issues. It adds, therefore, significantly more value than just a questionnaire or survey based approach designed to satisfy governance guidelines which may not really impact on Board functioning.

Our interviews with each individual board member are summarized in a Board Effectiveness Report that is discussed in-depth with the Chairman, prior to a presentation to the Board as a whole. The report highlights strengths as well as areas for development or change.

These are focused around the following key areas:

- Clarity of roles and responsibilities
- Effectiveness of key Board processes
- Quality of team working
- Contribution of individual members
- Alignment to the strategy
- Capability gaps
- Identification of risks and issues

This diagnosis is supported by specific recommendations that can help the Chairman to deliver improved board performance. By providing an objective diagnosis, Talent Intelligence enables the board to reflect on current practice and focus on improvement that is benchmarked to the external market and aligned to the strategic direction of the business.

We recognize that each board is different and that factors such as the stage of its development, size, the personal style of the Chairman and the sector in which it operates, will influence the approach to board effectiveness and each assignment is designed to reflect this.

As a specialist Leadership Risk Management firm, we pride ourselves on giving exceptional service and meeting each individual client's needs.

Delivery

The delivery mechanism for Board Effectiveness is via two options namely:

1. Talent Intelligence Account Team
2. Faculty

The Faculty option is program managed by Talent Intelligence and utilizes our network of experienced company directors and corporate advisors who bring a wealth of hands on experience in high performance boards.



About Talent Intelligence:

Talent Intelligence is the innovator and market leader in integrated Leadership Risk Management solutions with global capability through its regional headquarters in Chicago (North America), Sydney (Australasia), Hong Kong (Asia) and London (Europe).

We have an experienced team of consultants and talent intelligence professionals supporting our dedicated global account management process covering all geographies, industries and functional areas.

Our core service offerings, that are either taken up separately or integrated into a powerful holistic talent management solution, are:

1. Leadership Risk Management
 - i. Board Services
 - ii. CEO Succession
2. Leadership Advisory Services
 - i. Competitive Intelligence
 - ii. Talent Due Diligence (M&A)
3. Software for Leaders
 - i. Talent Intelligence Management System
 - ii. Leadership Risk Management System

To deliver on these we apply proprietary competitive intelligence methodologies to our client's succession planning and talent management strategies so that for the very first time key stakeholders such as the Board, CEO, business unit leaders and senior human resource team have the ability to include benchmarked external talent and related actionable intelligence against planned or unplanned changes in the structure, composition and performance of their own leadership team on a continual real-time basis.

Partnering with only one client per industry sector we allocate an account team dedicated exclusively to each client that builds and populates a pipeline of external talent benchmarked against nominated specific leadership positions and generic high value functional/technical roles.

The external talent intelligence is then directed, owned and controlled by the client to reflect changes that occur in the structure, composition and performance of their own leadership team. Up to the minute intelligence is delivered via a secure customized web-based platform with a range of board and management reports for immediate inclusion in any strategic talent planning decisions.

A customized talent intelligence solution results in improved speed, confidence and governance around strategic succession management, human capital risk, talent management and leadership acquisition. This in turn provides the basis for sustained competitive advantage, improved return on investment and enhanced business performance.





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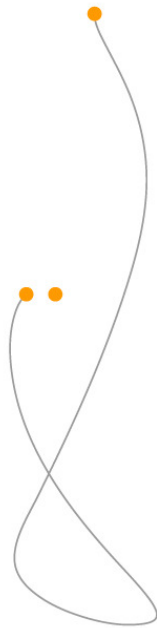
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To learn more about our Board Effectiveness service offering please contact:

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