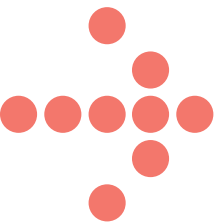




ICDM
Institute of Corporate
Directors Malaysia

Board & Director Effectiveness Evaluation



Board & Director Effectiveness Evaluation

Board Effectiveness Evaluation (BEE) is a structured, confidential face-to-face interview and consultancy that provides a strategic level of assessment that can be used by boards to prioritise their key strategic issues and implementation plan. The assessment parameters include:

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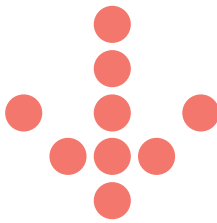
- Board Composition
- Board Information/Pre-Reading Materials
- Board Agendas and Meetings
- Board Dynamics
- Board/Management Relationship
- Board Leadership
- Board Committees and Subsidiary Boards
- Board Processes (Corporate Strategy, Succession Planning, Risk Oversight, CEO Evaluation, Conflicts of Interest)

Individual Directors Evaluation (IDE) is a one-on-one, confidential face-to-face interview where each board member will receive feedback on his/her contribution as a member of the board. The objective is for board members to feel valued, more engaged and contribute more positively.

Directors Gap Analysis (DGA) is a self-assessed competency survey to manage directors' development. It can also be used as the tracking mechanism to evaluate the progress of each Director for a period of time.

The analysis covers the following areas:

- Stakeholders Engagement
- Fiduciary Duties
- Financial Performance
- Governance and Ethics Issues
- Strategy & Risk Management
- Human Capital
- Innovation and Growth
- Mergers and Acquisitions
- Business and Industry Leadership
- Stakeholder's interest on shareholder's value
- Information Technology



BEE & IDE Methodology



BUSINESS CENTRIC



Assessments take into account the business situation and future strategic direction



SWOT analysis



OPEN & ENGAGE



One-on-one structured and confidential interviews ensure 100% participation



BEE incorporates key management views



BEE special Board Working session with action plan



IDE feedback session with individual director with action plan



NEUTRAL



Conducted by experienced external facilitators that are completely objective



Has the ability to give constructive inputs



COMPARE



Use past experiences to provide analysis, insights and recommendations



Benchmarked against international best practices



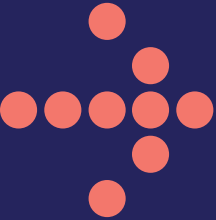
SUSTAIN



Track the implementation of BEE & IDE action plans



Measure improvement level



Why ICDM?

- Uncover insights usually not able to be addressed effectively if done internally.
- Identify priority issues that are focused on organisation's unique strengths and the board's real areas for improvement.
- Enhanced board operations and pave way towards becoming a high-performing board in order to be an even greater asset to the company.
- Make board members more engaged and contributing positively.
- Openly discuss various approaches and make decisions about changes that would be worthwhile to implement.
- Achieve sustainable implementation of the action plan (*instead of just list of recommendations*).
- ICDM Board & Director Effectiveness Evaluation (BDEE) are aligned with international best practice of effective board and relevant in local context.

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