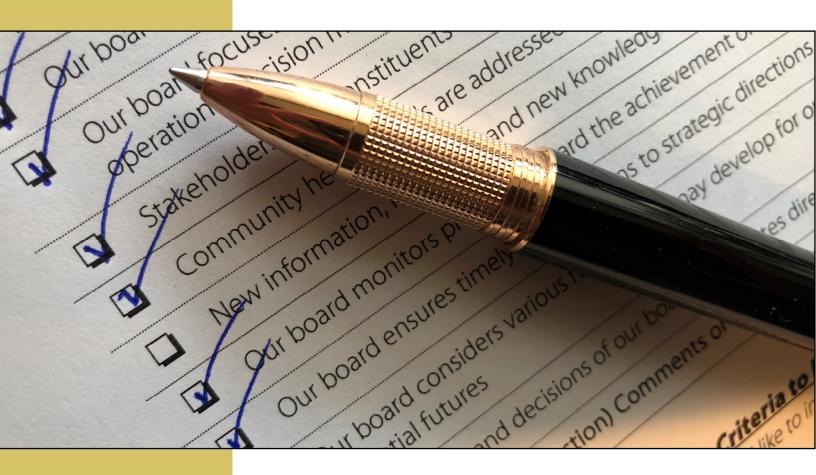
Governance Assessment Planner





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Congratulations...

ongratulations on your decision to develop a customized governance practices assessment. Conducting a board assessment is one of the most important steps a board can take to advance its leadership effectiveness, and ultimately improve your organization's ability to successfully achieve its mission and vision.

This planner will guide you through the steps to create your own unique board assessment, using our recommended criteria as a starting point to create an assessment tailored to your board's unique needs and challenges.

If you have any questions along the way, please contact me directly at 503-694-8539 or larry@governwell.net. When you have completed your planner, please scan it and email it to nicole@governwell.net.

I look forward to working with you as we develop a governance assessment just right for your board.

Sincerely,

Larry Walker

President, governWell

How Will-

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governance practices assessment is an organized evaluation of the board's satisfaction with all aspects of its performance in fulfilling its governance responsibilities. It combines ratings of positive statements about the board's leadership environment and processes, the governance culture, and individual board member performance. Very importantly, it probes board member viewpoints about governance issues and priorities, and explores their ideas about ways to improve the board's performance.

Conducted correctly, a governance assessment <u>process</u> (a combination of the assessment and the action plans created from it) enables the board to identify critical "leadership gaps," and achieve and maintain the level of governing excellence required for success in today's challenging health care environment.

Creating Your Assessment

The following pages include a list of potential governance assessment criteria listed in four key areas:

1) overall board performance, grouped into eight leadership areas; 2) evaluation of governance culture;
3) a personal performance assessment; and 4) issues and priorities.

To ensure that the governance assessment meets your unique needs, please review the criteria and check the boxes next to the statements you want to use in your board evaluation. You may make edits to any of the criteria you choose, and add additional criteria you would like to include in your assessment in the space provided.

Recommended Rating Scales

Recommended rating scales are included in each section throughout this Planner based on a five point rating scale, with "Level 5" representing a board performing at the highest level, and "Level 1" representing a poorly performing board. If you choose, you may use a different rating scale for your assessment.

Using this Planner to Select Your Questions

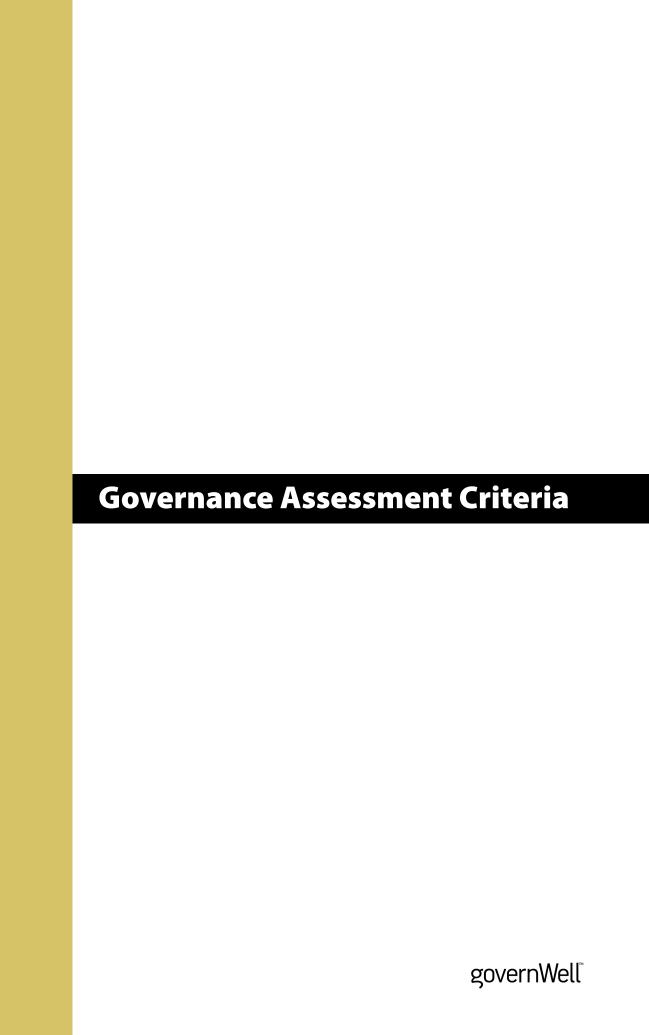
To prepare your customized board assessment, use this document to:

- Place a check mark next to the questions you want to include in your board assessment
- Write in any additional questions you would like to include in your board assessment
- Scan the document and email it to nicole@governwell.net. You can reach us at any time throughout the process at 503-469-8663.

Implementing Your Board Assessment

Implementing your board assessment involves the following:

- 1. Your organization uses this Planner to determine your survey questions and send them to governWellTM.
- 2. governWellTM provides you with copy for emails you will send to your board inviting them to complete the assessment. The emails include a link to your online survey.
- 3. governWellTM sends you email updates while the survey is underway so you know who has responded and who hasn't. When it's time to send a reminder email (which we'll include in your email copy), you'll know who to send the reminders to and who to skip.
- 4. governWellTM develops a comprehensive report summarizing your assessment findings along with recommendations for improvement.
- 5. Your board reviews the assessment report together and discusses next steps to further elevate your board's performance.



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Rating Scale

Level 5: I strongly agree with this statement. (We always practice this as a part of our governance.)

Level 4: I generally agree with this statement. (We usually practice this as a part of our governance, but not always.)

Level 3: I *somewhat agree* with this statement. (We *often* practice this as a part of our governance, are not consistent.)

Level 2: I *mostly disagree* with this statement. (We *inconsistently* practice this as a part of our governance.)

Level 1: I completely disagree with this statement. (We never practice this as a part of our governance.)

N/S: Not sure.

Mission, Values and Vision

	Our organization has a meaningful, board-approved mission that explains our core purpose
	Our organization has a board-approved vision that defines the future we are striving to achieve
	Our organization has board-approved values that outline our organizational beliefs and ideals
	We have reviewed and discussed our mission statement within the last 12 months to ensure that it is current and relevant
	Our mission and vision drive decision making at board meetings
	Our mission and vision drive organizational strategies, objectives and action plans
	Our board regularly reviews the status of strategies and objectives to ensure fit with our mission and vision
	Our board understands the implications of the evolving health care environment on the attainment of our mission and vision
	The actions and decisions of our board contributes directly to our organization's fulfillment of its mission and vision
	(Open-ended) Comments or suggestions for improvement:
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Strategic Leadership		
	We have a good understanding of the implications of the rapidly changing health care environment	
	We understand critical issues and trends impacting our organization	
	Our board is well-familiar with the planning data and assumptions that form the foundation for the strategic plan	
	Our board focuses the majority of its time on strategic thinking and leadership rather than strategic plans and operational decision making	
	Stakeholders' and constituents' needs are assessed when developing our goals and strategies	
	Community health needs are addressed in our strategic planning	
	New information, new ideas and new knowledge drive our strategic assumptions	
	Our board monitors progress toward the achievement of strategic objectives	
	Our board ensures timely modifications to strategic directions are made when necessary	
	Our board considers various futures that may develop for our organization, and explores the implications of those potential futures	
	The actions and decisions of our board contributes directly to our organization's strategic success	
	(Open-ended) Comments or suggestions for improvement:	
	tional Performance Criteria: e list any additional criteria you would like to include in your overall assessment of board performance.	
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This is a sample of the governWellTM Governance Assessment Planner. For the full planner, or to conduct a board assessment through governWellTM, contact us directly at:

Nicole Matson, 503-469-8663, Nicole@governwell.net Larry Walker, 503-694-8539, Larry@governwell.net