

CEO Evaluation

E-Excellent
 G-Good
 S-Satisfactory
 RI-Requires Improvement
 U-Unacceptable
 N/A-Not Applicable / Not Observed

Leadership	E	G	S	RI	U	N/A		
1. Has clearly defined the basic purpose or mission of the organization.								
2. Has clearly defined a vision for the organization in the future.								
3. Has attracted a high performing senior management team with the knowledge, skills, energy and passion to make the mission and vision a reality.								
4. Leads a planning process that establishes annual goals, strategies and action plans that are consistent with the vision and mission.								
5. Leads a performance management process that ensures accountability at all levels of the organization and makes mid-course corrections in goals and strategies as necessary.								
6. Consistently makes decisions that enable the organization to better achieve its goals.								
7. Regularly demonstrates creativity in identifying new opportunities and solving issues that the organization is facing.								
8. Communicates effectively with internal and external stakeholders to build support for the mission, vision, goals and direction of the organization.								
Leadership Total	0	0	0	0	0	0	Section Ranking 10% Achieved	
Weighting Factor	4	3	2	1	0			
Total X Weighting Factor	0	0	0	0	0	0		
Leadership Score:							#DIV/0!	#DIV/0!

CEO Evaluation

Management	E	G	S	RI	U	N/A		
1. Has established an effective organization structure, ensuring that there is management focus on key functions necessary for the organization to deliver on its mission.								
2. Delegates effectively to members of the senior management team and other staff.								
3. Clearly articulates priorities and ensures management focus and accountability around addressing priorities.								
4. Solicits feedback from the organization's stakeholders including employees at all levels as input to the direction and operations of the organization.								
5. Regularly delivers a consistent message to all stakeholders regarding the vision, mission and priorities of the organization.								
6. Ensures the work of the organization is supported by effective processing for planning, communicating, measuring, governing, delivering quality and providing for a safe work environment.								
7. Ensures there are clear policies established for how the organization and its employees will operate.								
Management Total	0	0	0	0	0			
Weighting Factor	4	3	2	1	0			
Total X Weighting Factor	0	0	0	0	0			
Management Score:							#DIV/0!	#DIV/0!
Working with the Board	E	G	S	RI	U	N/A		
1. Understands the organization's requirements for governance practices and supports the Board' in its governance by providing necessary information and access to people.								
2. Has a strong working relationship with the Board Chair.								
3. Has a strong working relationship with the Board Directors.								
3. Updates the Board regularly on plans, performance, issues and opportunities.								
4. Ensures the Board receives information destined for outside stakeholders before it is communicated to them.								
5. Helps educate the Board on the organization.								
6. Executes directions that are provided by the Board of Directors.								
7. Helps the Board of Directors identify the organization's assets and ensures that these assets are protected legally and physically from outside threats.								
Working with Board Total	0	0	0	0	0			
Weighting Factor	4	3	2	1	0			
Total X Weighting Factor	0	0	0	0	0			
Working with Board Score:							#DIV/0!	#DIV/0!

Section Ranking

10%

Achieved

Section Ranking

10%

Achieved

CEO Evaluation

Financial Management	E	G	S	RI	U	N/A	
1. Has a solid, up-to-date understanding of the organization's income statement, balance sheet, cash flow and other financial measures relevant to its business and financial situation.							
2. Is supported by a qualified and competent CFO or other finance officer who has day-to-day accountability for managing and monitoring the organization's finances.							
3. Understands the concept of value creation and makes decisions on where to allocate resources based on maximizing value to the organization.							
4. Ensures that the organization's financial records are accurate and up-to-date.							
Financial Management Total	0	0	0	0	0		
Weighting Factor	4	3	2	1	0		
Total X Weighting Factor	0	0	0	0	0		
							Section Ranking 10%
							Achieved #DIV/0!
Financial Management Score:							#DIV/0!
Corporate Performance	Weight	Achieved (Yes, No, Partial)	If Partial, estimated % achieved.				
	10%						
	10%						
	10%						
	10%						
	10%						
	10%						
							Section ranking 60%
							Achieved 0%
Corporate Performance Score:							0%
							Overall Achieved #DIV/0!

CEO Evaluation

Narrative Comments: