

SAMPLE DIAGNOSTIC QUESTIONS For High Performing Boards

Below are eighteen questions designed to help start the dialogue needed to increase your performance as a board.

1. What does the CEO expect from the board in terms of governance, decision making, strategic oversight and succession planning?
2. How does your Chair define quality participation of the board?
3. How does your Chair define quality participation of the CEO?
4. How does your CEO define quality participation of the board in the strategic leadership of the credit union?
5. Are the board's policies, procedures, and practices effective and rigorous?
6. Does the board use its experience and expertise to help drive credit union performance?
7. How does the Nomination Committee assess the competencies and skills of potential new board members?
8. What process does the board use to go beyond the "like me" and "usual suspects" recruitment processes?
9. What are the well-defined boundaries between the board and executive team?
10. Does the board have the strength, resilience and depth of expertise to guide the credit union through another financial crises?
11. What is your plan in case the CEO unexpectedly resigns?
12. How is value created in the board room?
13. How does the time element of the board member align with the time element of senior management?
14. How healthy is strategic debate?
15. What is the appropriate level of interaction between the board and CEO?
16. What are appropriate board committees (charters, goals, etc.)?
17. How well is board equipped to move the credit union to the next level?
18. Are you willing to let go if the board (or board member) is not equipped?

For more information on developing your board to reach its highest level of performance, call us at (800) 574-8877 or visit us at www.ddjmyers.com.