



## ● ○ ● ○ BOARD QUESTIONS TO ASK TODAY ● ○ ● ○

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Subject: Nominating Process

Is it time to revisit your board's [nominating process](#)?

**With the increased focus on director qualifications, what questions should directors be asking about the board's nominating process?**

### Six Questions To Ask Now

1. Do the skills that each of your directors bring to the table add value to the company and promote the exchange of ideas and perspectives?
2. Does your nominating committee use a skills matrix to determine what skills are needed to help grow the business today and what skills will be needed to add value in the future? If your board does not use a skills matrix, how do you ensure your board brings the needed expertise and viewpoints to the board room?
3. Do the members of your board use their expertise to offer appropriate comments on company operations and strategy? Is there "constructive interaction" among board members?
4. Do you have a board succession plan? If so, will it strengthen the board's ability to face the challenges of today and tomorrow? If not, why not?
5. Does your board evaluation process assist in building a successful strategy for strengthening the board to face today's challenges?
6. Does the nominating process, or the board evaluation process, include a plan for working with unproductive or disruptive directors?

The role of the board of directors has morphed from "decorative" to "watch-dog/overseer" and "sounding board for the CEO." In recognition of this evolution, and the heightened public interest in good corporate governance, ***boards are asking more meaningful questions***. Pose these questions at your next board meeting – the list is intended to stimulate discussion. Check [www.governancesolutionsgroup.com](http://www.governancesolutionsgroup.com) for a new list each month.

Some of the questions are easy to answer and will allow you to validate your belief that your board is operating within the scope of "governance best practices." However, good governance is more than checking a "good governance box" so that the board keeps out of trouble and out of the spotlight. Good governance is about examining how the board is actually functioning and about making meaningful changes to improve your board's effectiveness, engagement, efficiency and accountability. If your board could benefit from a dose of independent advice concerning how to establish or modify your board's governance practices, structure your board or revitalize your board, call Denise Kuprionis at The Governance Solutions Group.



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*"Good governance is part of every good business solution."* Mary Denise Kuprionis