

Board Strength Survey[™]

FIND YOUR PLACE ON THE ROAD TO HIGH PERFORMANCE.

The Board Strength Survey[™] was designed to help your board gauge where it stands in its efforts to develop into a high performance board. This report enables your board to visually identify its current level of effectiveness by measuring the two foundational factors of board cooperation – governance skill and commitment. Measuring these capabilities both collectively as a board and individually enables your board to better understand and achieve its potential for greater collaboration and effectiveness.

GOVERNANCE[®]
CORNERSTONE 

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Board Strength Survey
NORTHSTAR INDUSTRIES

Survey Taken: 01.12.2012 – 02.12.2012
Survey Printed: 02.18.2012

Statement of Confidentiality
The information contained in this report is strictly confidential and is supplied on the understanding that it will be held confidentially and not disclosed to third parties without the prior written consent of NorthStar Industries.

Clear and Simple Results

The Board Strength Survey™ provides clear indicators of where the board believes they are on the path to development, both individually and collectively, while keeping the feedback completely anonymous.

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Governance Mandates: Score Overview

A board is a complex entity. Each of the Mandates and their supporting responsibilities are important, and they fit together to create an impactful and effective board.

Low performance in any one of the Mandates can result in serious challenges for your both your board and your organization as a whole, and is worthy of closer examination and a clear action plan for improvement. Use the graphic below to review the summary scores for each of the Governance Mandates.

Mandate	Score
Direction	4.12
Governance	4.79
Performance	3.42
Ca	2.03

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Mandate 1: Direction *Results at a Glance*

Establishing the organizational mission, vision, and strategic direction.

Overall Direction Score:	3.88
Overall score for Responsibility #1: <i>(Establish the mission, vision, and core values of the organization)</i>	3.89
Overall score for Responsibility #2: <i>(Approve the strategic and operating plans of the organization)</i>	3.88

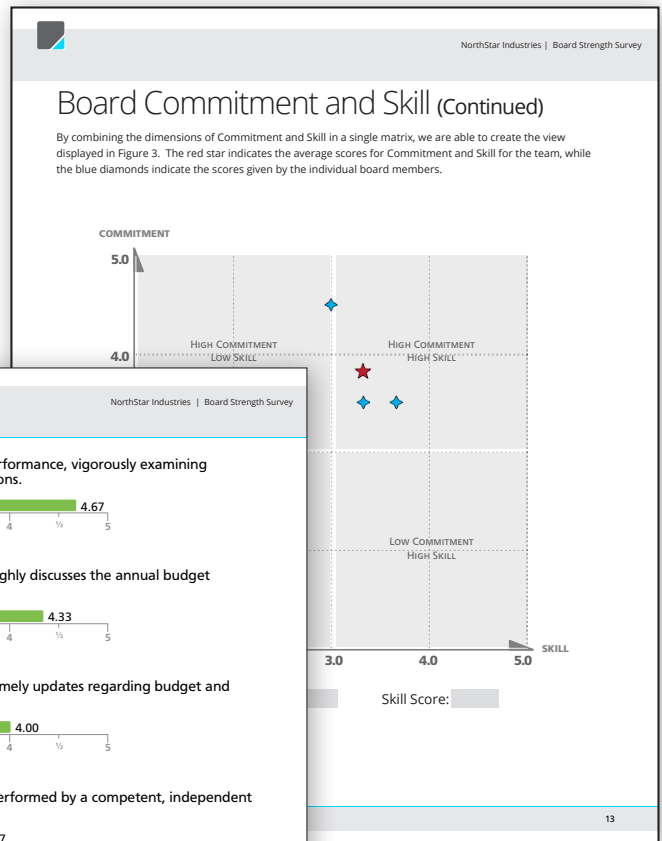
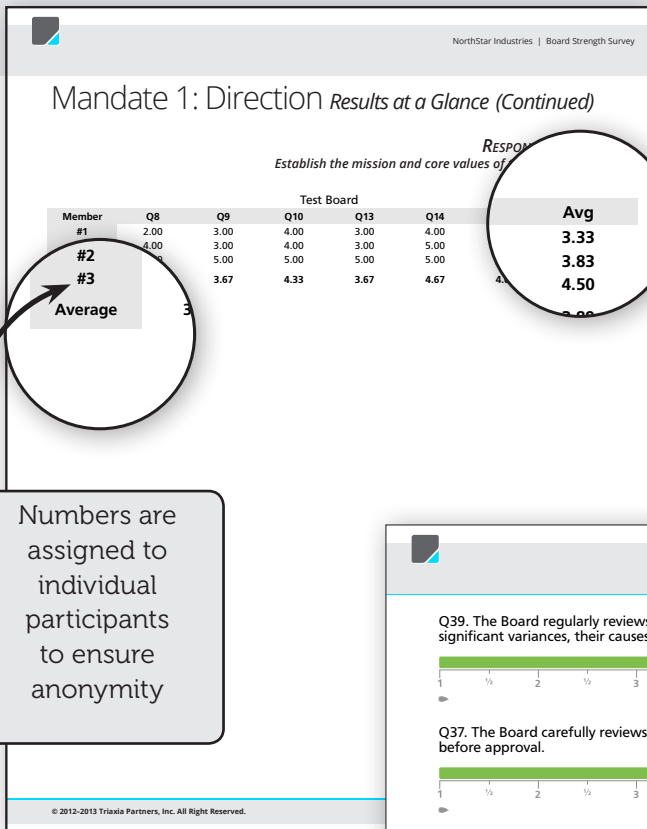
Test Board			
Member	Responsibility #1	Responsibility #2	Average
#1	3.33	3.25	3.29
#2	3.83	3.63	3.71
#3	4.50	4.75	4.64
Average	3.89	3.88	3.88

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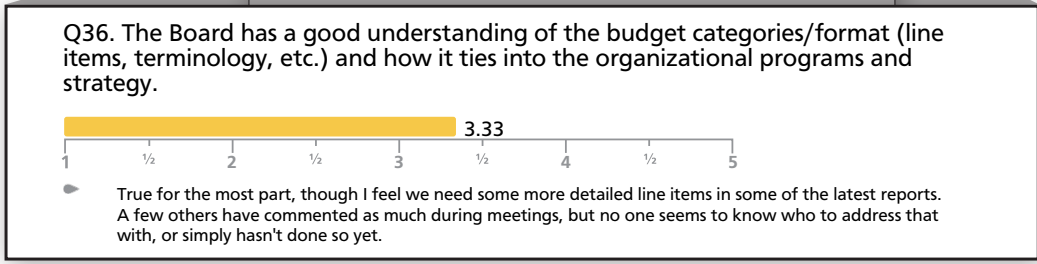
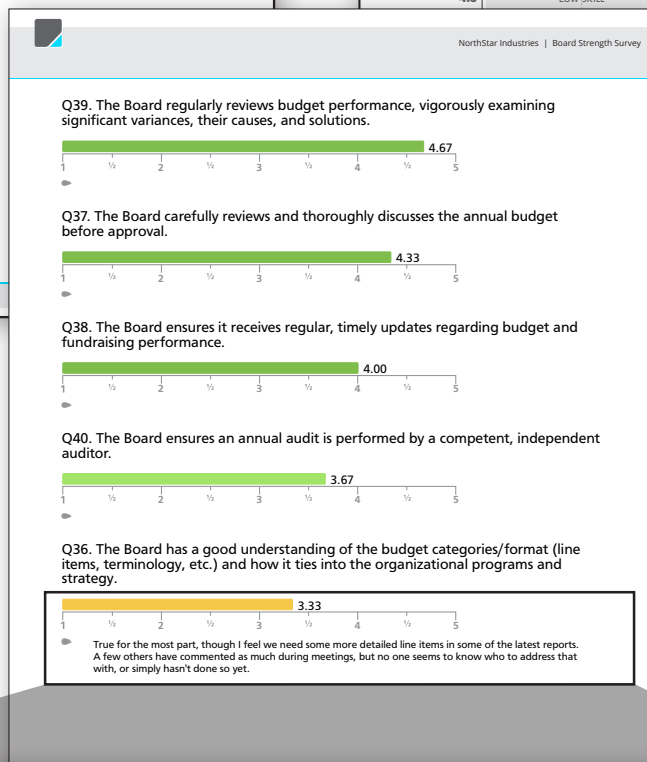
The Board Strength Survey™ report provides your board with full color, high-resolution results that are easy to understand. Our color-coded system is used consistently throughout all our diagnostics to enable board members to see the board's overall strengths and weaknesses at a glance.

While the Board Strength Survey™ keeps your feedback clean and simple, the details don't stop there. Each section also provides detailed information on the responses to each question in an easy-to-read table, followed by a color-coded summary of group averages for each question. Participant comments are also shown anonymously, giving your board the confidence to provide direct feedback on each topic.

Exhaustive and Informative



Numbers are assigned to individual participants to ensure anonymity



Developing a Strategy

Each section of the Board Strength Survey™ includes a series of questions designed to help your board review the results and focus on the issues offer the greatest potential improvement.

Your board can then develop a strategy for improvement using the Action Plans and Monitor and Measure worksheet. The Action Plans will help your board decide how best to address the areas they've identified as areas for growth, while the Monitor and Measure worksheet will help your board plan how best to track its progress against its goals.

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"Essential Few" Discussion Questions

1. Do you, as a board, believe these results accurately reflect your board's greatest strengths and weaknesses? If not, what do you feel is missing?

2. Of the items with the highest scores, which do you feel is the greatest asset for the board and why?

3. Of those with the lowest scores, which 2-3 items do you believe would be most impactful if addressed?

4. Were the scores for the individual board members similar or different? How do they compare?

5. Based upon this summary, can you identify any trends or areas for improvement to effectiveness?
 - a.
 - b.
 - c.

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Action Plans

Here is your opportunity to turn principle into practice—to take a meaningful first step in becoming a more effective board.

1. Question #	Responsibility	Question
Q13	Establish/Mission	The Board clearly understands its role as guardian of the values/distinctives of the organization.

2. What are the current consequences of this challenge (e.g., feelings, results or impact, etc.)?

the current situation (e.g., attitudes, lack of resources, outside pressures, etc.).

take as a board to address the root cause and transition into the desired situation? Who is responsible

Responsibility	Date

measure progress as you work in this area? Can you identify any trends or areas for improvement (e.g., increased production, decreased costs, etc.)?

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Monitor and Measure

1. Set a date to review your progress with the team.
2. Review your Action Plan.
3. What is working? Not working?
4. Are you achieving your desired results? If so, how can you continue to leverage our effectiveness?
5. If not, what must you start doing?
6. What must you stop doing?
7. What changes will you implement going forward?

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Coming Soon to the Governance Cornerstone Series:

Board CEO 360 Evaluation

One important responsibility of a nonprofit board is to evaluate the performance of the chief executive on a regular basis. Governance Cornerstone will introduce a comprehensive CEO evaluation that is completed by all board members and then presented in summary form.

The evaluation includes assessment of skill areas important to any nonprofit chief executive (e.g., Leadership, Strategic Planning, Program Management, Financial Management, etc.) and key goals established for the executive by the board. The report outlines effective processes and principles for providing the feedback to the executive in a way that maximizes acceptance, understanding, and development.

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Board Member Self-Evaluation

Board members often find it is beneficial to periodically take stock of their skills, commitment, and energy in their role as a board member. The Governance Cornerstone Board Member Self-Evaluation acts as a mirror for individual board members as they ask and answer a series of questions relevant to effective governance. The results are solely for the use of your individual board members as they reflect on how they might improve their governance effectiveness.

Governance Cornerstone™ and The Board Strength Survey™
are products of Triaxia Partners, Inc.

