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READY FOR YOUR BOARD MEETING?

Board Competency Matrix

This sample is adapted from Effective Governance, which quotes the source as: Kiel, G., Nicholson, G., Tunny, J.A., & Beck, J., *Directors at Work: A Practical Guide for Boards*, Thomson Reuters, Sydney, 2012.

Industry knowledge/experience	Director A	Director B	Director C	Director D	Director E	Director F	Director G	Director H	Director I	Director J
Industry experience										
Knowledge of sector										
Knowledge of public policy										
Understanding of legislation										
Technical skills / experience	**Director A**	**Director B**	**Director C**	**Director D**	**Director E**	**Director F**	**Director G**	**Director H**	**Director I**	**Director J**
Accounting										
Finance										
Law										
Marketing										
Information technology										
Public relations										
Risk management										
Human resources										
Senior management experience										
Strategy development										
Strategy implementation										
Governance competencies	**Director A**	**Director B**	**Director C**	**Director D**	**Director E**	**Director F**	**Director G**	**Director H**	**Director I**	**Director J**
Board experience										
Financial literacy										
Strategic thinking										
Performance management										
Risk oversight										
Compliance oversight										
Profile / reputation										

EFFECTIVE BOARD LEADERSHIP WORKSHOP
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Behavioral competencies	Director A	Director B	Director C	Director D	Director E	Director F	Director G	Director H	Director I	Director J
Team player / collaborative										
Willing to challenge and probe										
Sound judgment / Common sense										
Integrity / High ethical standards										
Mentoring ability										
Interpersonal relations										
Listening skills										
Verbal communication skills										
Decision-making ability										
Willing to devote time and energy										