



BOARD REVIEW AND COUNSEL

Review of the Chairman and Individual Directors

A board review offers the Chair and the directors the opportunity to receive unbiased individual feedback about their current performance as well as focused coaching to further develop their capabilities.

Feedback is elicited for the Chair and each director from their fellow directors, relevant executives and the individual directors themselves. Consideration is given to a number of dimensions including:

- > Experience and business understanding
- > Independence of thinking and flexibility
- > Relationship with fellow directors
- > Quality of contribution
- > Relationship with management.

Rosemary then reviews each individual director's feedback with the Chair and then with the respective director. She is known and valued for her ability to deliver challenging information constructively and to identify areas for positive development.

Rosemary is available to the Chair and individual directors to help support their ongoing development on an 'as needed basis'.

With both long-standing and new directors, it is important to highlight the strengths of each individual so that they can be fully employed, making the board as effective as possible in the shortest time.

Rosemary Grieve