

2016 Legal Services Society (“LSS”) Board Peer and Individual Performance Assessment

Welcome to the LSS Board Individual and Peer Evaluation Survey 2016. The objective of the peer evaluation process is to enhance individual director performance which will contribute to the overall effectiveness of the Board. This process provides directors with an opportunity to examine how they are operating individually as a member of the LSS Board of Directors and to explore areas for growth and learning related to governance. The results for each individual director will be summarized and privately presented for discussion between the respective director and the Chair of the Board. All feedback results will be kept strictly confidential.

Directions: The following questionnaire consists of statements related to expectations of a director at LSS. Identify the rating that best indicates your perception of yourself and each director on the performance criteria.

Please enter your name:

Q1. The director has a solid understanding of the LSS environment including its business, operations, and technology.

Q2. The director has a solid understanding of LSS long-term strategic direction including the mission, vision, and strategic objectives.

Q3. The director is mindful of his/her fiduciary responsibilities to the organization and focuses his/her attention on governance and strategic direction related to issues distinguishing those from management's responsibilities.

Q4. The director constructively participates in debate, facilitates and encourages clarification and discussion including listening to all perspectives on key matters and accepts the outcomes of the board's decisions.

Q5. The director attends meetings well prepared – having done the necessary prior reading and seeks clarification from directors or management as required.

Q6. The director demonstrates an appreciation of the political environment and sensitivities in which LSS operates.

Q7. The director asks probing questions in the board's domains of policy and strategy rather than management's areas of responsibilities.

Q8. How could this board member make a more substantial contribution to the board and what are two or three areas of knowledge or information that this director would benefit from learning?