

# 2018 LSS Board Peer and Individual Performance Assessment

Tuesday, July 31, 2018

Welcome to the LSS Board Individual and Peer Evaluation Survey 2018. 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.

## 2018 LSS Board Peer and Individual Performance Assessment

1) Please enter your name:

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

	New to Area	Room for Improvement	Satisfactory	Consistently Good	Excellent
Karen Christiansen	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Celeste Haldane	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Alison MacPhail	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dinyar Marzban	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Raymond Phillips	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Phillip Riddell	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Puneet Sandhar	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Jean Whittow	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

	New to Area	Room for Improvement	Satisfactory	Consistently Good	Excellent
Karen Christiansen	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Celeste Haldane	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Alison MacPhail	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dinyar Marzban	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Raymond Phillips	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Phillip Riddell	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Puneet Sandhar	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Jean Whittow	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4) 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.

	New to Area	Room for Improvement	Satisfactory	Consistently Good	Excellent
Karen Christiansen	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Celeste Haldane	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Alison MacPhail	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dinyar Marzban	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Raymond Phillips	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Phillip Riddell	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Puneet Sandhar	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Jean Whittow	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

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<b>Karen Christiansen</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Celeste Haldane</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Alison MacPhail</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Dinyar Marzban</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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<b>Phillip Riddell</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Puneet Sandhar</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Jean Whittow</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

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<b>Celeste Haldane</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Alison MacPhail</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Dinyar Marzban</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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<b>Puneet Sandhar</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Jean Whittow</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

	<b>New to Area</b>	<b>Room for Improvement</b>	<b>Satisfactory</b>	<b>Consistently Good</b>	<b>Excellent</b>
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<b>Celeste Haldane</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Alison MacPhail</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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<b>Jean Whittow</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

	<b>New to Area</b>	<b>Room for Improvement</b>	<b>Satisfactory</b>	<b>Consistently Good</b>	<b>Excellent</b>
<b>Karen Christiansen</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Celeste Haldane</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Alison MacPhail</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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9) Thinking of the board member who has the greatest room for improvement, 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?