

2020 LSS Board Peer and Individual Performance Assessment

Thursday, July 16, 2020

Welcome to the Legal Services Society Board Individual and Peer Evaluation Survey 2020. 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 LABC. Identify the rating that best indicates your perception of yourself and each director on the performance criteria.

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1) Please enter your name:

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

	New to Area	Room for Improvement	Satisfactory	Consistently Good	Excellent
Nathalie Baker	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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"/>
Dinyar Marzban	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gisela Ruebsaat	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Allan Seckel	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Christine Smith-Martin	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Donna Turko	<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 LABC's long-term strategic direction including the mission, vision, and strategic objectives.

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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"/>
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Jean Whittow	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

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Karen Christiansen	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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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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Jean Whittow	<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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7) The director demonstrates an appreciation of the political environment and sensitivities in which LABC operates.

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Jean Whittow	<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.

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Jean Whittow	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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?