



BOARD SELF-EVALUATION AND DEVELOPMENT RETREATS

A Best Practices-based Process for Assessing the Board and Identifying Opportunities for Improvement

Bader & Associates has facilitated Board Self-Evaluation and Development Retreats for boards of hospitals, health systems, other health enterprises and private companies. Self assessment is widely regarded as a valuable practice for maintaining and improving board effectiveness. Boards should engage in a self assessment and development process at least every two years.

Every evaluation process is individualized, but in general, the process includes the following:

- Project direction by the Governance Committee or another committee
- Consultant's review and analysis of current governance documents and practices against best practices
- Design and administration of a self assessment questionnaire based on best practices of effective boards, but customized for the client's needs
 - Members of The Governance Institute may use TGI's Board Self Assessment questionnaires, which were developed with the assistance of Bader & Associates and TGI's other Governance Advisors
 - Interviews and focus groups with board members (used to supplement questionnaires in special circumstances)
- Facilitation of a board self-evaluation and improvement retreat, including education on best practices, presentation of questionnaire findings, and discussion of ideas for continuous improvement
- Development of a post-retreat, Governance Improvement Plan, which may include:
 - Development of new or revised position descriptions, performance standards, committee charters, recruitment criteria, "dashboard" reports, meeting agendas, orientation processes, board conduct policies, etc.
 - Development of board goals and education needs for the coming year
 - Development of a Board Work and Education Plan

Bader & Associates also has assisted in the design and administration of Individual Director Evaluation and Chairperson Evaluation processes.

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