# THE CEO EVALUATION

Organization:						
Date:	_					
By:						
Leadership: The CEO	Excellent	Good	Satisfactory	Requires Improvement	Unacceptable	N/A
Has clearly defined the basic purpose or mission of the organization.						
Has clearly defined a vision for the organization in the future.						
Has attracted a high-performing senior management team with the knowledge, skills, energy and passion to make the mission and vision a reality.						
Leads a planning process that establishes annual goals, strategies and action plans that are consistent with the vision and mission.						
Leads a performance management process that ensures accountability at all levels of the organization and makes mid-course corrections in goals and strategies as necessary.						
Consistently makes decisions and that enable the organization to achieve its goals better.						
Regularly demonstrates creativity in identifying new opportunities and solving issues that the organization is facing.						
Communicates effectively with internal and external stakeholders to build support for the mission, vision, goals and direction of the organization.						

## MANAGEMENT: THE CEO...

Has established an effective organization			
structure, ensuring that there is management			
focus on key functions necessary for the			
organization to deliver on its mission.			
Delegates effectively to members of the			
senior management team and other staff.			
Clearly articulates priorities and ensures			
management focus and accountability around			
addressing priorities			
Solicits feedback from the organization's			
stakeholders including employees at all			
levels as input to the direction and operation			
of the organization.			
Regularly delivers a consistent message to all			
stakeholders regarding the vision, mission			
and priorities of the organization.			
Ensures the work of the organization is			
supported by effective processes for			
planning, communicating, measuring,			
governing, delivering quality and providing			
for a safe work environment.			
Ensures there are clear policies established			 
for how the organization and its employees			
will operate.			

# WORKING WITH THE BOARD: The CEO...

WORKING WITH THE BOARD. THE CEN	· · · ·	 1	
Understands the organization's requirement			
for governance practices and supports the			
Board in its governance duties by providing			
necessary information and access to people.			
Has a strong working relationship with the			
Board Chair.			
Has a strong working relationship with Board			
Directors.			
Updates the Board regularly on plans,			
performance, issues, and opportunities.			
Ensures the Board receives information			
destined for outside stakeholders before it is			
communicated to them.			
Helps educate the Board on the organization.			
Executes direction that is provided by the			
Board of Directors.			
Helps the Board of Directors identify the			
organization's assets and to ensure that these			
assets are protected legally and physically			
from outside threats.			
FINANCIAL MANAGEMENT: The			
CEO			
Has a solid, up-to-date understanding of the			
organization's income statement, balance			
sheet, cash flow and other financial measures			
relevant to its business and financial			
situation.			
Is supported by a qualified and competent			
CFO or other finance officer who has day to			
day accountability for managing and			
monitoring the organization's finances.			
Understands the concept of value creation			
and makes decisions on where to allocate			
resources based on maximizing value to the			
organization.			
Ensures that the organization's financial			
records are accurate and up to date.			

## ACCOMPLISHMENTS

List the CEO's major accomplishments over the past year, then identify the traits/skills the CEO exhibited in making them happen.

Accomplishments	Traits/Skills
1	
2	
3	
4	
5	
•	

#### **GOALS**

List the CEO's key goals for the past year and the status of achievement of each.

Goals	Status
1	
2	
3	
4	
5	

## OPPORTUNITIES TO INCREASE PERFORMANCE

List the areas where the CEO could improve personal performance how those areas could be developed.

<b>Development Opportunities</b>		Resources/Plan
1		
2.	•	
2		
3		
4	•	
4		
5		
	•	

#### PERFORMANCE GOALS – UPCOMING YEAR

List the CEO's key goals for the organization in the upcoming year and an outline of how each goal will be accomplished.

Key Goals	Resources/Plan
1	
2	
3	
4	
5	

CEO's Comments			
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