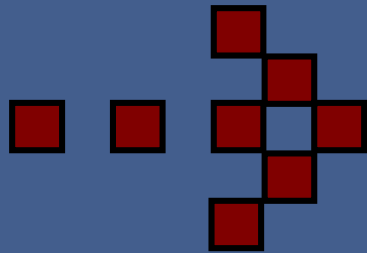


Executive Education

Executive Action Learning Seminars

Executive Seminars

Executive Courses

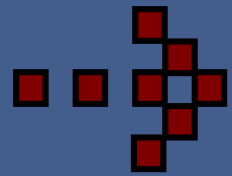


**International
Institute of
Management**



Executive Education Courses

**How to Select the Chief Executive?
How to Evaluate the Chief Executive?**



Здравствуйтe

こんにちは

سلام

Howdy

你好

नमस्ते

Ciao

Hola

您好



여보세요

Hallo

Guten Tag

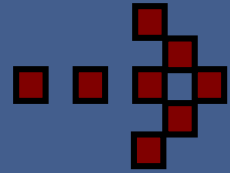
مرحباً

וּלֵה!

Salut

Obrigado

Xin chào



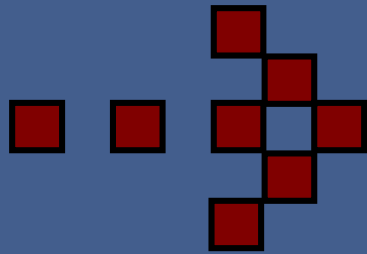
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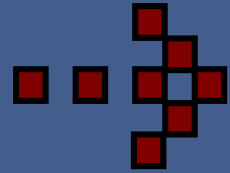
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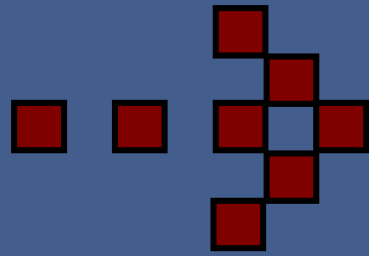
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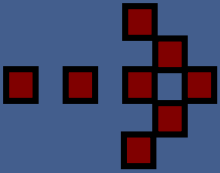


Board of Directors (BOD) & the Chief Executive Officer (CEO)



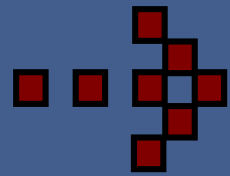
How to Evaluate the Chief Executive?

The “Executive”
Selection and Evaluation Criteria



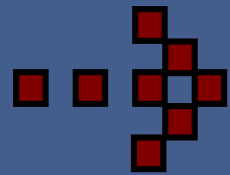
The Executive's Top 3 Challenges

1. Change & rate of change
 - Rapidly changing external and internal environments make most strategies obsolete (resources, competition, technology, regulations...)
2. Complexity: Interaction of internal and external forces making strategy difficult to execute, monitor and control
 - Information analysis & decision making process
 - Coordination
 - Monitoring & control
3. Balancing stakeholders interests (investors, supplier, partners, employees and clients)
 - Balancing and resolving conflicting demands and priorities
 - Power and politics



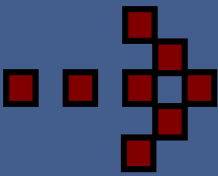
Executive Performance - Evaluation Criteria

- The level of financial and non-financial business performance is based on three internal factors
 - Strategy
 - Leadership
 - Execution
- The next questionnaires can help the Executives, BODs and management consultants in assessing and identifying performance gaps



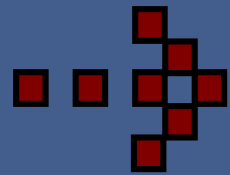
Evaluating “Executive Strategy”

- Does the Executive have a good understanding of the business environment/industry?
- Does the Executive have an adequate knowledge of the company’s business model/operations and allocation of its resources?
- Did the Executive accurately assess the company’s SWOT?
- Did the Executive identify alternate competitive strategies & choose best fit?
- Are enterprise performance targets compatible with organizational resources and structure?



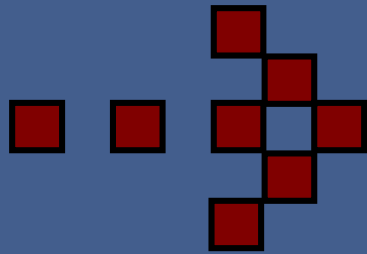
Evaluating “Executive Leadership”

- Does he/she have enough power?
- Is the leadership style suitable for the organization?
- Does the Executive’s outlook/personality/attitude/ethics win trust, support and action from others?
- How are the Executive’s EQ, people, political, communication and crisis management skills?
- How is the corporate culture, employee motivation and pride?



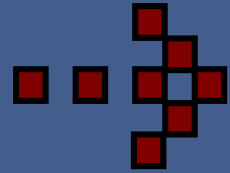
Evaluating “Executive Execution”

- Did the Executive identify, communicate and develop key success factors (CSFs) within the organization?
- Does the company have adequate performance monitoring and control systems to track the progress of work and take corrective action when required?
- Does everyone in the organization understand the game plan and their role within agenda?
- Are enterprise-wide initiative, programs, projects properly aligned and integrated?
- Is the organization operating at optimized state (efficiency and effectiveness metrics)?



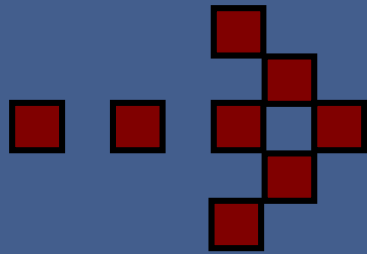
Executive & BOD Questions

How to Select a Executive?
Executive Evaluation
and
Development Questions



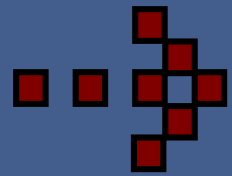
BOD & Executive Evaluation

- Questions that every Board must ask its Executive
- Questions that every Executive must ask his/her executive team

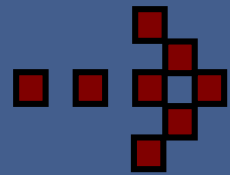


Executive Evaluation Toolkit

Business Case. Strategy. Action Plans. Assessment Forms.
Feedback Templates. Communication Scripts. Checklists.
Recommendations. Executive Presentations. Contracts.
Insights. Best Practices. Pitfalls. Tables. Scorecards.



Questions?



Спасибо

Gracias

Grazie

متشكراً

ありがとう
ございます

धन्यवाद

Merci

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Danke

谢谢

너를 감사하십시오

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Howdy

Thank you

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אנא בדוק האם המלה

Cảm ơn