

## Director Skills Inventory

Quantum Governance's Director Skills Inventory helps to assess and enhance Board members' individual skills and deepen your understanding of the Board's collective skill set. This assessment is completed by the Board members and helps to identify potential leadership needs moving forward. Ultimately, this assessment is designed to help Boards govern more effectively.

The Director Skills Inventory is divided into four sections: (1) demographics; (2) self-evaluation on the fulfillment of their Board member role and responsibilities; (3) self-evaluation regarding their level of expertise on various areas; and (4) attributes, qualities and characteristics that they bring to the Board, as well as those that they believe are most valued by the Board and that the Board needs to prioritize in its recruitment efforts in the future.

The results of the Assessment are then reported in two different ways:

- An **individual Director Skills Inventory Report** for each Board member that includes a synthesized summary of their responses to the assessment, compared with the aggregated average of the Board.
- A **Director Skills Inventory Summary Report** which synthesizes the results from the aggregated scores of all Board members. The results highlight areas of perceived strengths and expertise and identifies opportunities and needs going forward. A summary matrix that shares and compares individual results from the Inventory is also included for use by the credit union's leadership for planning purposes.

### Add-On: Director Development Plans

Using the results of the Director Skills Inventory, Quantum Governance will draft Director Development Plans for each Board member. Quantum Governance will share the draft plan with the respective individual Board member, and Quantum Governance will directly schedule one-on-one virtual consultative sessions to review the plan. During the consultation, the Board member and Quantum Governance consultant will discuss the results and potential changes to the draft plan taking into consideration the Board member's goals. Following the Zoom meeting with each director, Quantum Governance will edit the draft Director Development Plan and submit version 2 of each plan to the appropriate director for their final review and approval. Upon their approval, the final plans will be submitted to the Board Chair and/or Governance Committee Chair.