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Subject: Board Effectiveness: HR

When is the last time the board heard from the company's
chief human resources officer?

Does your board know the answers to these employee-related questions?

Six Questions To Consider

1. Does succession planning go beyond the CEO? Beyond the named executive officers?
2. Do you know what the HR spend is, and the number of FTEs? Is it greater than last year?
3. What is the spend on training and development?
4. How well does the company retain talent, what is the turnover ratio?
5. Do defined job descriptions exist for every position?
6. Do you know the results of the company's last employee engagement survey?

**Ask these questions during the executive session at your next board meeting.
The answers might help your board become more effective and the company stronger.**

New questions are posted each month at www.governancesolutionsgroup.com. Every board can benefit from periodically taking a hard look at how it is functioning and at the status of its corporate governance structure. Sometimes high-performing individuals find it helpful to talk with an outside expert – much like the occasional consult with the golf pro, or the visit to the doctor for an annual physical.



The Governance Solutions Group, LLC.

Website: www.governancesolutionsgroup.com Phone: 513.272.8500 Email: denise.kuprionis@governancesolutionsgroup.com

"Good governance is part of every good business solution." Mary Denise Kuprionis