

Board Members		The Board Skills and Experience Matrix (An Example)																
Name	Yrs on Board	Independent	C-Level	Industry	Finance/Accounting	Operations	Technology/IT	Risk Management	Marketing or PR	Corporate Governance	Compensation/HR	Ethics & Compliance	Social Media	International	Merger & Acquisitions	Regulatory	Environmental	Factor in:
Step 1: Review the current skills matrix used by the board (does it include skills needed to reach strategic plan goals?)																		
Step 2: Update the matrix																		
Step 3: Each director self assesses																		
Step 4: Each director assesses board talent, as a whole																		
Step 5: Ask, "what's missing"																		
Step 6: Ask for management's input																		
Step 7: Analyze the gaps																		
Step 8: Full board discussion																		
Step 9: Factor in pending retirements, skills of potential nominees																		
Step 10: Repeat annually																		

