

CHIEF EXECUTIVE OFFICER ANNUAL PERFORMANCE EVALUATION



Executive Search • Nonprofit Leadership & Board Performance



CHIEF EXECUTIVE OFFICER ANNUAL PERFORMANCE EVALUATION

(SAMPLE REPORT)

Annual reviews of the CEO's performance are an excellent way to identify and reward the CEO for their performance as well as communicate key areas of needed improvement to successfully guide the organization forward.

The Chief Executive Officer Performance Evaluation report will provide a summary of responses to **more than 25 questions** in seven categories:

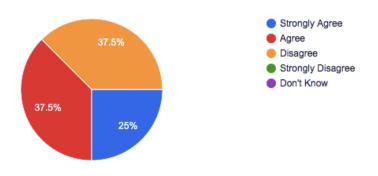
- \Rightarrow Overall Organization Performance
- \Rightarrow Strategic Leadership
- \Rightarrow Board Relations
- \Rightarrow Community Relationships
- \Rightarrow Positive Brand Identity
- \Rightarrow Fiscal Stewardship
- \Rightarrow Culture of Philanthropy

We highly recommend that the Board of every nonprofit organization conduct this annual performance review of their CEO each year. In addition, we recommend that the Board include our DCM Talassure 360 Leadership Development System to include feedback from the CEO's direct reports on their perspective on his/her performance to enable the Board to have a better understanding of the CEO's relationship with the organization and his/her leadership team.

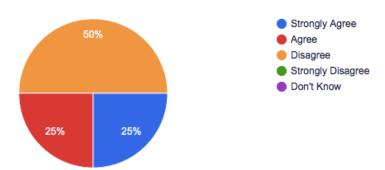
SAMPLE SUMMARY RESPONSES:

Establishes and communicates the organization's strategic vision and develops effective strategies for implementation.

8 responses

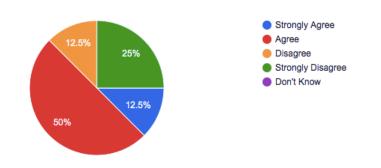


Works with the Governance Committee to ensure that the board is effectively engaging, recruiting, and educating all members of the board for carrying out their responsibilities. ⁸ responses



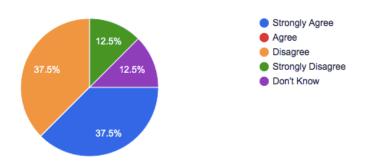
Serves as an effective spokesperson and represents the organization well to its constituents.

8 responses



Develops a positive brand identity that motivates the entire staff, board, volunteers, and donors to feel pride in our work and to contribute together as a team.

8 responses



Has implemented a culture of philanthropy where the CEO, board, and chief development officer each clearly understand their respective roles in raising money.

8 responses

