

Executive Director Performance Management

Support your Executive Director's performance

Your board's role includes regular support and assessment of the Executive Director's performance. Vantage Point provides customized services to support your board to develop an Executive Director performance management plan.

Come away with key benefits for your Executive Director's performance including:

- Enhance Executive Director engagement through effective feedback processes
- Meet the board's key responsibility to support and develop the Executive Director
- Engage with key stakeholders, including staff, board, funders, and other partners or collaborators

Our Performance Management services include

Discovery and Planning

- Consultation meetings on the board's current role in supporting and managing the Executive Director's performance
- Recommendations on steps to introduce or enhance an Executive Director Performance Management system and/or Executive Director Annual Performance Review

Execution of the Executive Director Annual Review

- Stakeholder survey and interview guide customization and/or administration of the annual review process
- Interviews with key stakeholders
- Summary analysis of stakeholder feedback and written report
- Presentation to board on key findings and results
- Project management to ensure the review process is carried out efficiently and appropriately

Beyond the Annual Review

- Review of Executive Director job description
- Compensation review and recommendations, including incentive/bonus compensation
- Executive Director Goal Setting tools and customization
- Performance Management Workplan to ensure interim review of Executive Director goals and ongoing Board- Executive Director feedback
- Guide development of a committee to ensure annual review process is sustained each year
- Coaching support to Board Chair through Executive Director performance challenges or other performance management processes

Contact us to learn more

Our team of unbiased, HR and governance experts will work with your board to identify key next steps for sustaining high level leadership capability for your organization.

Maria Turnbull

Associate Executive Director

(604) 637-8288

mturnbull@thevantagepoint.ca