Board Evaluation

Driving governance-excellence in organizations

A key element of corporate governance is aligning the interests of management and shareholders. Good corporate governance involves a strong and effective board, one that understands its role and responsibility, provides entrepreneurial leadership and strategic guidance for the company, establishes effective controls, oversees management and sets the company’s values and standards. Hence, it is important to measure the effectiveness of the board. One way of doing so involves performing a board evaluation process that examines how the board coordinates its efforts and marshals the company’s resources to improve corporate performance; and interact and work with each other.

Aon Consulting delivers value

At Aon Consulting, we believe that conducting a board evaluation on a regular basis is instrumental in delivering governance excellence. Periodic board evaluations can result in significant performance improvements at the organization and board level. Benefits that can be achieved through board evaluation include:

- Compliance: Conforming to regulators’ endorsement of board evaluation as a prerequisite for good corporate governance.
- Shareholder activism: Reinforcing the board’s accountability to the organization’s vision, its commitment to stakeholders, and its responsibility for the organization’s resources.
- Problem resolution: Highlighting opportunities for improvement within the board’s processes and assisting in establishing new goals.

As an independent party, Aon Consulting can help your board:

- Obtain an objective view from the benchmarking analysis performed based on our wide exposure to the best practices in other boards.
- Improve communications within the board, and encourage group cohesiveness.

The Aon approach

Aon Consulting’s Board Evaluation e-Survey provides you with a simple, reliable and value-for-money tool to conduct a formal board evaluation process within a relatively short timeframe. The survey questions have been carefully selected and tested statistically for validity and reliability in driving board effectiveness.

Our Board Evaluation e-Survey provides you with a:

- Neutral, independent and objective platform: We protect the confidentiality of your directors’ feedback.
Better understanding of measures affecting board effectiveness:

- Board composition
- Board processes
- Information management
- Corporate social responsibility
- Committee effectiveness
- Organizational performance management
- CEO performance & succession planning
- Director development & management
- Risk management

What you will receive

Organizations participating in the survey will receive a concise report upon completion of the survey by all directors from the organization. The report includes:

- A comparison of your scores against the Market Norm
- Year-to-year performance tracking and trend analysis of your performance
- A tabular summary of your scores to give you an overview of your performance
- Graphical representation of scores for the ease of results interpretation
- A prioritization matrix to identify the critical improvement areas.

Other value-added services

For companies seeking to obtain a more in-depth understanding of the survey results, or prefer an external party to facilitate performance improvements in identified critical areas, Aon Consulting also offers other value-added services which include:

- In-depth and detailed analyses
- Presentation of results to the board by consultant
- Expert recommendations by consultant
- Facilitate action planning by consultant
- Conduct individual director peer-evaluation
- Conduct financial performance peer-group benchmarking

Aon Consulting Worldwide

Aon Consulting is among the top global human capital consulting firms. In Asia Pacific, Aon Consulting has more than 600 employees servicing clients from offices in 15 locations in the region. The firm works with organizations to improve business performance and shape the workplace of the future through employee benefits, talent management and rewards strategies and solutions. Aon Consulting was named the best employee benefit consulting firm by the readers of Business Insurance magazine in 2006, 2007, 2008 and 2009. For more information on Aon Consulting in Asia Pacific, please visit http://www.aon.com/asiaconnect.

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