



The Futures Group – CEO Performance and Remuneration Reviews

The Futures Group has extensive experience undertaking CEO Performance and Remuneration Reviews with a range of organisations including Local Government, Port Authorities, Not-for-Profit, and other public and private organisations.

The Futures Group has provided expertise, advice, and guidance to Boards and Councils in reviewing The CEO's performance over 12 months and making recommendations for a new improved performance process based on extensive feedback and an understanding of best practice.

How The Futures Group Can Help CEO Assessment and Development

The CEO has the most crucially responsible position in an organisation, and the individual through which the vision and strategy of the Board/ Council are realised and implemented. As a result, a CEO assessment represents a challenging undertaking for the Chair/Shire President. Using an independent professional consultant to facilitate CEO's performance review processes can provide a more formalised and structured approach to the CEO evaluation.

This provides a Board or Council a higher likelihood of not only optimising their relationship with the CEO, but also improving the overall performance of the organisation.

It improves the dialogue between the Panel/Chairperson and CEO. So where there are differences of opinion or difficult issues, it introduces a degree of independence and enhances frankness within the process.

Assessment Outcomes

Our CEO assessments are designed to:

- Maintain the relationship between the CEO and the Board/Council;
- Introduce greater levels of transparency and independence;
- Help the CEO reach best practice in the execution of their duties;
- Delineate between the key remuneration components of a CEO.

Continued over...

Key Focus Areas

We can help your organisation:

- Establish effectual assessment processes and Criteria e.g. KPI's and Performance Agreements;
- Evaluate CEO performance and conduct the assessment;
- Provide a range of tools and behaviour techniques to gather feedback on the CEO's performance including the use of 360 surveys, structured interviews and questionnaires with key stakeholders. This also includes self-assessments by the CEO;
- Assist in the strategy of an underperforming CEO.

Guiding Principles for each review

- Align CEO performance with the objectives of the organisation;
- Base review on clear expectations developed and agreed in advance with the CEO including the Job Description, Performance Agreement, KPI's, the organisations Code of Conduct and Value's;
- Have a clear, transparent and agreed link between performance outcomes and remuneration;
- Encourage the CEO to set developmental goals/plans and provide specific direction as necessary from the outcomes of the evaluation process;
- Conduct the review in a manner conducive to ongoing good governance;
- Tailor to the specific needs of the organisation;
- Comply with relevant standards for accountability and communication of the results for the organisation.

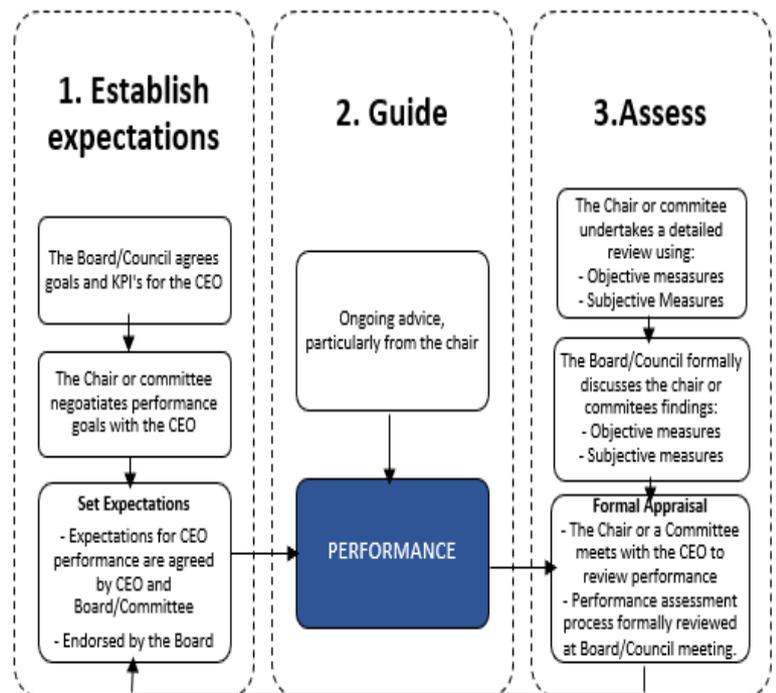
Remuneration Reviews

All CEO remuneration reviews are based on extensive research of a range of similar industries and organisations, in different locational contexts. Any Salaries and Allowances Tribunal's determination that applies is taken into account and the CEO's performance, as well as other environmental data, including economic indicators and significant local issues.

Debriefing the CEO

A two-step approach is recommended:

- The CEO feedback process belongs to the entire Board/Council and all should be involved; it is not a chair's or a committee's responsibility. However, an initial briefing from the chair and another non-executive director or external advisor will give the CEO time to formulate a response to the full board/council on the evaluation findings.



The Futures Group Focal 360 and PRINT Feedback frameworks are invaluable tools in the personal and professional development of individuals and teams to enhance their leadership, teamwork, and effectiveness.

The Futures Group is a multi-disciplinary organisational consulting company. We provide expert advice and practical strategies to build the performance, capacity and engagement of your staff at an individual, team and organisational level.