**Proposed process for assessing and developing each Board Member’s contribution to the Board**

1.

Self-assessment by each Board Member

6.

Individual agrees areas to work on and shares these with Chair / appropriate Board member and mentor

5.

Dialogue between the individual and the Chair [or person appointed by the Chair] to have responsibility for Board member development

3.

A mean score is developed from the scores of each other leader and this score is to be confidential to the individual and the Chair or person appointed by the Chair for Board member development

4.

A gap analysis to show the difference between the individual’s self-assessment and the mean assessment of other Board members

2.

Each Board member assesses all other Board members and sends their assessment to an independent 3rd party

7.

Individual (supported by mentor) works on action plan