

# CISV International

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## GOVERNING BOARD SKILLS GAP ANALYSIS (ELECTION 2020)

### **Overview:**

This report outlines the self-reported strengths and weaknesses of the CISV International Governing Board (the “Board”), and of the five Governing Board Trustees who will definitely be serving in the 2020-2021 year, in relation to the Governing Board Terms of Reference (PDF).

It is designed to inform the Board, National Representatives, and potential Governing Board candidates of the current profile of the Board compared to the Trustee Role Profile.

### **Methodology:**

Trustees were asked to self-rate on 12 areas - a rough assessment process for general guidance, using a scale from 0 to 5, where 0 means no experience at all, and 5 means 7+ years of professional experience.

The individual self-assessment questionnaires were then compiled by the Governance Team, providing average rates for the current Board as a whole, and the five Trustees whose terms are not expiring in 2020 (the “Continuing Trustees” are: Einav Dinur, Cande Lucero Dente, Tommaso Nodari, Karo Serafin, Frank Steffen).

### Note:

One trustee, who was supposed to continue till 2020-21, resigned in OCT 2019. A substitute for this trustee was found for the current year. This leaves 5 current trustees for 2020-21, with the need to elect 4 trustees instead of the usual 3.

One trustee left the board in JAN 2020 but as their term was due to expire this year anyways, it does not impact the data for continuing trustees but is included in the current trustees’ numbers.



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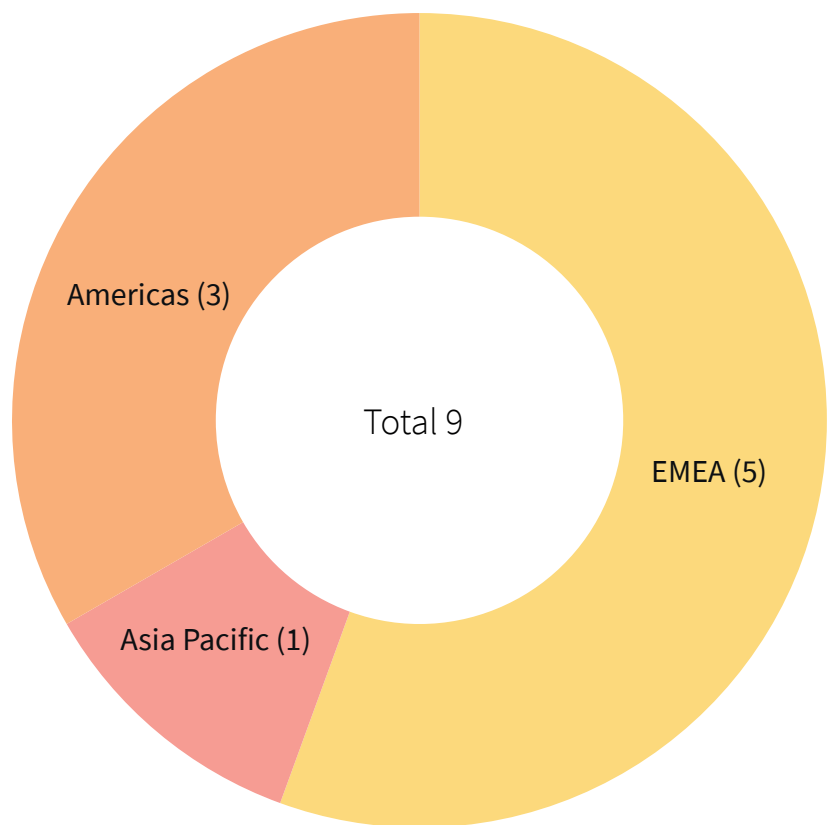
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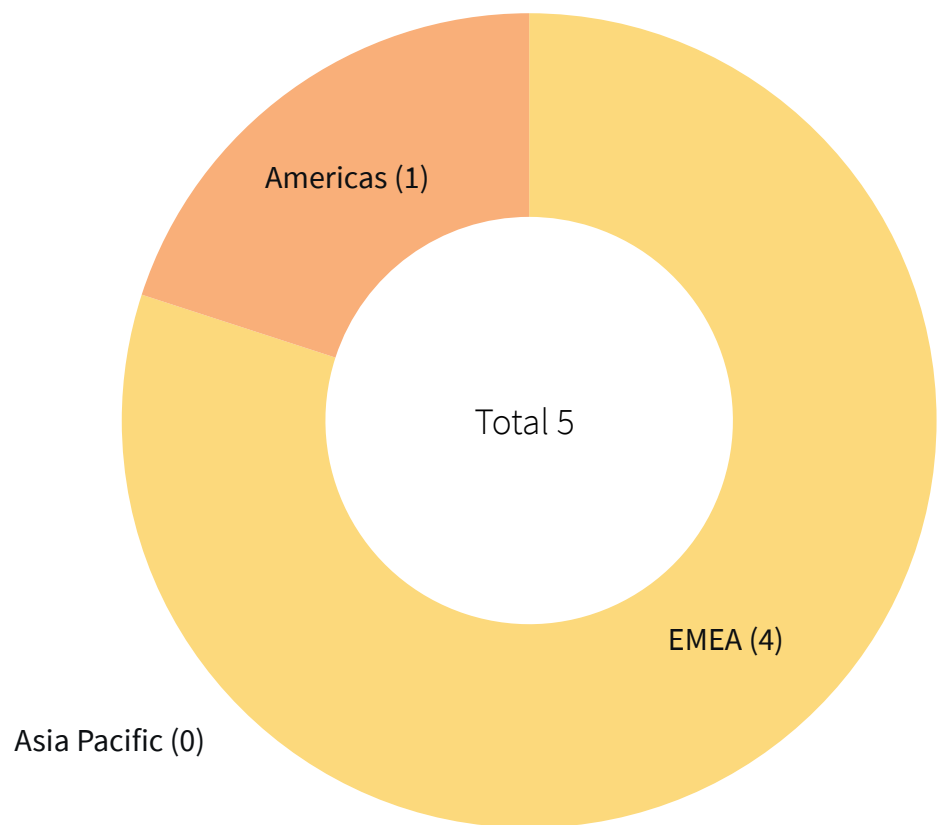
### III. Demographics

This is a view of the Board's demographics – gender and distribution of regional affiliation of Trustees.

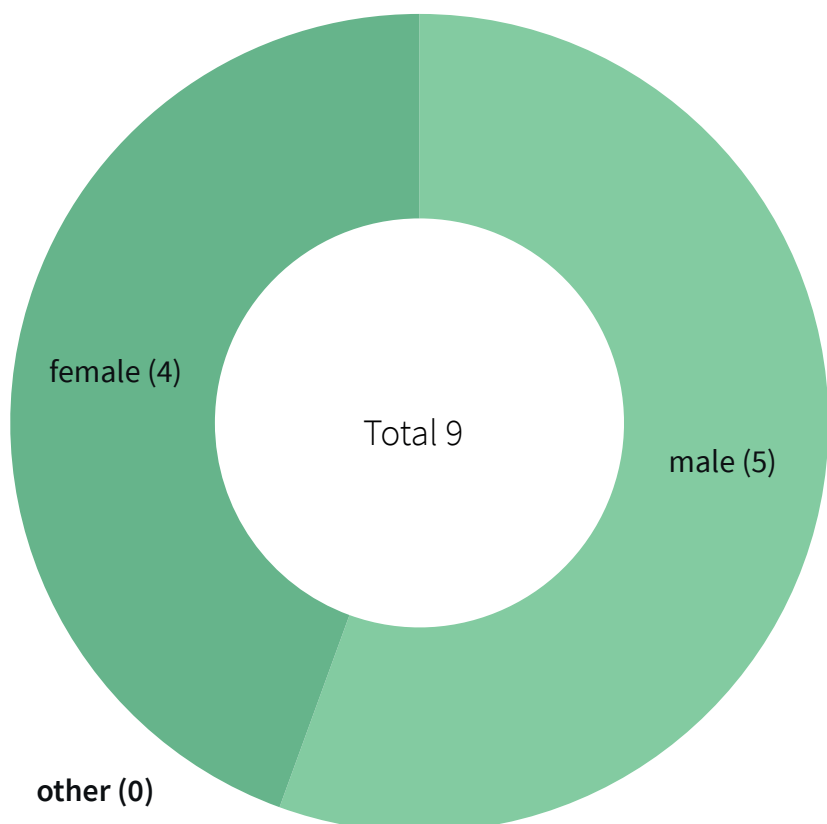
Region  
Current Trustees



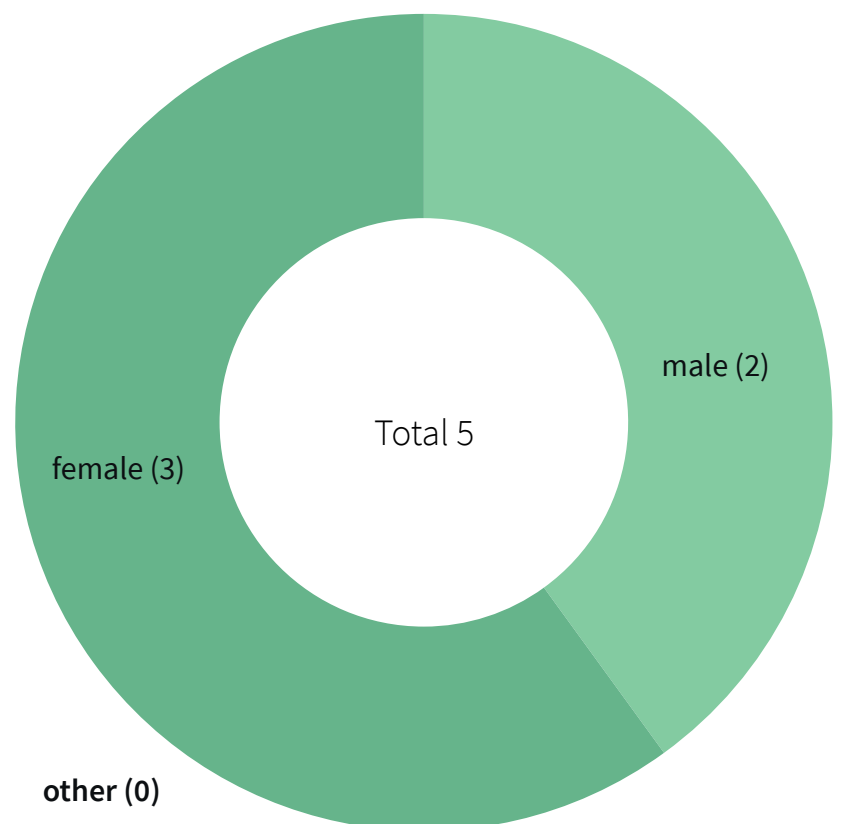
Region  
Continuing Trustees



Gender  
Current Trustees



Gender  
Continuing Trustees



## GOVERNING BOARD SKILLS GAP ANALYSIS (ELECTION 2020)

### Core Competencies and Skills & Expertise

Aggregated results of the Trustees' self-assessment of Core Competencies and Skills & Expertise. The Core Competencies are ideal to have across the Board. The Skills & Expertise are taken from the Trustee Role Profile. Each Trustee is not expected to be strong in each area; rather, good governance starts with a well-rounded board. The Board as a whole should have strength in each of these areas.

"Core Competencies" and "Skills & Enterprise"  
of current (light) and continuing (dark) Governing Board Trustees

