

TERMINAL CITY CLUB

Board Skills Matrix Analysis

Priority Legend	
High	3
Medium	2
Low/NA	1

Using this Matrix Analysis tab, a board may be able to identify existing capabilities as well as areas where board development or additional qualifications are needed. It imports data inputted in Tab 1 ("Matrix") and ultimately relates that information to determine recruitment priorities for the board.

Directions: Rate the level of importance for each skill and experience and demographic area as it pertains to your board. Then, see how that compares to your current board representation. Finally, determine recruitment priorities based on this comparison. Ratings to be used for level of importance and priority are a scale of High(3) to Low/Not Applicable (1).

	Level of Importance	Current Board Representation	Recruitment Priority
Skills & Experience			
Belief in/Support of Mission			
Board of Director Experience			
Community/Business Affiliation			
Financial			
- audit firm			
- banking / investment			
Human Resources			
Sectoral Knowledge:			
- indigenous relations			
- arts and culture			
- education			
- D.E.I. (diversity, equity, inclusion)			
- health & safety			
- hospitality/tourism			
- insurance			
- membership based business			
- property/asset management			
- real estate/land development			
- retail			
- sales			
- technology/IT			
Leadership			
Commercial law			
Government relations			
Marketing/PR/social media			
Organizational Management			
Pension Plans			
Risk Management			
Crisis Management/Communications			
Strategic Planning			
Succession			
Interest level in serving as an Officer (Chair, Vice Chair, Secretary Treasurer)			
Demographic Background			
Gender			
Male			
Female			