



Follow-up to Board Self-Evaluation – Implementation Recommendations

May 2019

KEY TAKEAWAYS FROM BOARD SELF-EVALUATION

- **Summary of the Board:**
 - Functioning well
 - Highly committed to LIPA's mission
 - Supported by strong leadership from the CEO
- **Processes that are working well:**
 - Governance focused
 - Dedicated to training and continuous improvement
- **Greatest areas for improvement:**
 - Board composition
 - Board dynamics



IMPLEMENTATION RECOMMENDATIONS – BOARD COMPOSITION

- **Increase engagement with appointing authorities**
 - Share profile of trustee competencies and expectations
- **Focus on need for Board diversity**
- **Identify gaps in experience**
 - Consider use of a matrix summarizing skills needed and covered by current Board members to identify gaps

TRUSTEE SKILLS MATRIX -- SAMPLE

Board Needs	Board of Trustees - LIPA							
	Trustee 1	2	3	4	5	6	7	8
Utility Experience								
Finance								
Communications/Public Relations								
Regulatory								
Strategy Formulation								
Crisis Management								
Governance/Leadership								
Human Resources/Compensation								
Risk Assessment								
Technology								
Legal								
Anticipated Retirement Date								

IMPLEMENTATION RECOMMENDATIONS – BOARD DYNAMICS

- **Agenda Setting/Policy-Level Discussions**

- Staff to share preliminary agendas with Board and Committee Chairs to solicit input and approval prior to finalizing
- Trustees were interviewed by LIPA's strategic planning consultant to solicit strategic level input

- **Meeting Preparation**

- CEO to distribute summary of key strategic topics (what the meeting is intended to accomplish) with Board briefing materials
- De-brief after each meeting to ensure Board accomplished what it intended to with each meeting
- Outline expectations for Board and Committee Chairs to ensure expectations are appropriate and Chairs are empowered to hold other Board members accountable
- Shorten staff presentations, relying on Trustees review of written material for detail, to leave more time for Q&A
- Consider rule banning cell phone use during meetings

- **CEO Oversight/Succession planning**

- Succession planning to be discussed in executive session of the Governance, Planning and Personnel Committee at least 3 times per year