

Program Syllabus

Course Title **Establishing a CEO-Board Appraisal Process**

Description Many myths exist that hamper Boards from fully embracing and utilizing appraisals as an effective tool to guide and enhance CEO performance. Dr. Andert will review the trends in CEO appraisal processes and help board members establish the optimum method for their situation. Participants will receive extensive take-home materials to use as an exemplar for utilization by the participant's board.

Learning Objectives Upon completion of this course, directors will:
(1) Understand the current trends impacting CEO appraisal methods.
(2) Select and link an appropriate appraisal method to suite the participant's board circumstances.
(3) Understand how to implement the appropriate steps to enact the chosen appraisal method.

Teaching Methods **This is a participatory program.** Participant discussions and in-class exercises will expand course content.

Required Materials CEO Compensation Methodology
By: Dr. Darlene Andert CMC CFM
Other course handouts

Credit Hours Upon request

| Meeting Information | Program Timeframe | Day/Time Schedule Overview |
|---------------------|-------------------|---|
| | 3 hours | 8:30 to 11:30 AM OR 1:30 to 4:30 PM |

Instructor Information

Instructor *Dr. Andert's doctoral research of corporate governance for Fortune 1000 Boards of Directors provided the first understanding of Human Resource Development (HRD) as a Board oversight mandate. Dr. Andert has extensive experience on various Boards and audit committees, her knowledge as an Arbitrator for the National Association of Securities Dealers (NASD), her skills as a Certified Financial Manager (CFM), a Certified Management Consultant (CMC); and experience as a Florida Supreme Certified Court Mediator provide solid working knowledge.*

Dr. Andert's education includes a BA from Alverno College with a dual major in Business Management and Professional Communications, a master's degree from Central Michigan University in Administration, and a doctoral degree from The George Washington University, Graduate School of Organizational and Human Development's Executive Leadership Program in Human Resource Development.

Dr. Andert has authored books and numerous articles; designed and delivered certification programs; and provided over a decade of service to organizational development projects for national and local client organizations. She currently serves as the Director for the International Center for Responsible Corporate Governance at FGCU.

Cost **TBA** plus per participant materials