

CEO REVIEW TEMPLATE

Instructions: Please answer the following questions about the performance of CEO NAME. CEO NAME is interested in feedback from the leadership team. Your answers will be *confidentially* combined with the rest of the feedback received and provided to the CEO NAME by Steve Johansen, executive coach.

Leadership (Rate on a scale of 1 to 10)

What leadership qualities does CEO NAME bring to the company?
Does CEO NAME show a clear Vision for the company's sustained prosperity?
Can you provide examples of how he positively contributes leadership?
How can he improve his/her leadership?

Business Acumen (Rate on a scale of 1 to 10)

How would you rate his depth of understanding of key strategic business issues?
Does he develop long-term plans for the organization and measure progress toward them?
Understanding of the various functional areas of the business and their impact?

Interpersonal Skills and Communication (Rate on a scale of 1 to 10)

What interpersonal / communication strengths does CEO NAME demonstrate?
Does he effectively communicate what he needs from you?
Does he effectively communicate with the organization as a whole.
How or what would you recommend that he improve?

Results Orientation (Rate on a scale of 1 to 10)

Does he demonstrate positive sense of urgency for results?
Focuses on goals despite setbacks, hurdles or distractions?
Holds himself accountable for achieving timely results?
Holds others accountable for achieving timely results?

Structuring, Assignments and Development (Rate on a scale of 1 to 10)

Is CEO NAME getting the organization structured for success?
Does he make sure that the right people are in the right assignments?
Is CEO NAME developing the next generation of leaders?

Decision-making and Problem Solving (Rate on a scale of 1 to 10)

Are decisions made without undue delay?
Does he make the tough decisions when necessary?
Does he effectively solve problems?
Does CEO NAME have any blind spots?
Any recommended improvements?

Client Focus (Rate on a scale of 1 to 10)

Develops and maintains customer relationships that build trust and good will
Balances business requirements and client needs
Keeps the organization appropriately client-focused
Addresses challenging customer issues

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Teamwork (Rate on a scale of 1 to 10)

How does CEO NAME contribute to the successful and effective functioning of the team?

What, if anything, does he do that interferes or inhibits teamwork?

Reliable (Rate on a scale of 1 to 10)

To what degree can you depend on CEO NAME to keep his commitments?

Can you provide an example of a time when he demonstrated reliability in his work with you?

Time Management (Rate on a scale of 1 to 10)

Can you provide an overall picture of how effective CEO NAME is at managing his time? The time of the management team?

Integrity, Honesty, and Truthfulness (Rate on a scale of 1 to 10)

Do you trust CEO NAME to do what he says he is going to do without making excuses or blaming other employees for any failures?

Does he tell the truth with you and other employees?

Do you fundamentally trust CEO NAME?

Does he throw you or others under the bus?

Innovativeness (Rate on a scale of 1 to 10)

Does CEO NAME come up with new ideas, fresh approaches, and innovative solutions as he works with you and others?

Is he able to take a new idea, build support for the idea among colleagues, and bring the idea to fruition?

Other Comments