

# Board Skills Matrix

Each board member should self-evaluate with a tick or for other answers using a scale of 0-3 with:  
0 = no experience, 1 = some, 2 = experienced, 3 = expert

Skill set	Chairperson	Board Member 1	Board Member 2	Board Member 3	Board Member 4	Prospective member
<b>Experience</b>						
Age 18-30						
Age 31-45						
Age 46-60						
Age 60+						
<b>Leadership</b>						
Commitment to cause						
Time available						
Governance experience						
Fresh perspective						
<b>Technical skills</b>						
Strategic planning						
Risk management						
Crisis management						
Fundraising						
Entrepreneurship						
Marketing & Media						
Technology						
AI						
Property						
Iwi understanding						
Pasifika understanding						
Accounting						
Legal						
HR						
Years of governance experience						
ESG/Social responsibility						
Grassroots experience						

Sector specific						
Involvement in industry						
Knowledge of regulations						
Training in this area						
Governance						
Financial literacy						
Planning						
Change Management						
Experience of management of CEO						
Chairing experience						
Governance training						
Years of governance experience						
ESG/Social responsibility						
Grassroots experience						
Behaviours						
Listening skills						
Team player						
Integrity						
EQ high						
Verbal communication						
Willingness to constructively challenge						
Style						
Cautious						
Bold						
Consensus builder						
Visionary						
Problem solver						
Bridge builder						
For religious groups add						
Agree with Statement of Faith						
Personal relationship with God						
Reputation						

Also from Paul Brown: *"I would also challenge the board - whose role is to set the future for the organisation - to clarify what the organisation will be in 3-5 years from now, and therefore what skills are needed for that future, not merely the skills for today."*