

SAMPLE BOARD CANDIDATE SKILLS SET MATRIX

Boards often use a matrix when interviewing various board candidates to rank qualifications.

General Expertise	Candidate 1	Candidate 2	Candidate 3
Industry knowledge			X
"Off the grid" thinking		X	X
Top government position	X		
Academic qualifications	X	X	X
US connections	X	X	
Global connections/view		X	X
Diversity	X	X	X
Governance experience	X		
Environment/social responsibility/sustainable development	X	X	
Corporate and advisory boards			X
Independence	X	X	X
Financial expertise		X	
Corporate Management/Entrepreneur			
Technology/IT		X	
New product development			X
Success in building or adding value to a growing/profitable business	X	X	
Branding/marketing/communications/media			X
Strategic planning	X		
Financial/CFO		X	
Labor management	X		
Sales		X	X
External relations	X	X	X
Government/regulatory and public affairs	X		
Procurement/supply chain/operations/customer service		X	
Strategic alliances/ mergers & acquisitions		X	
Cyber security/AI/data & analytics			
Risk management			

Source: OnBoard Bootcamp