

DYNAMIC SKILLS ASSESSMENT FOR BOARDS

FUTURE SKILLS GAP ANALYSIS

Rate your board's current capability (1-5 scale: 1=Significant Gap, 5=Strong Capability)

Digital Transformation Oversight

- ☐ Understanding of AI and machine learning implications ____
- ☐ Cybersecurity risk assessment and governance ____
- ☐ Digital business model evaluation ____
- ☐ Data governance and privacy oversight ____

Climate and Sustainability

- ☐ Climate risk identification and mitigation ____
- ☐ ESG strategy development and oversight ____
- ☐ Sustainability reporting and metrics ____
- ☐ Transition planning and implementation ____

Stakeholder Capitalism

- ☐ Multi-stakeholder value creation assessment ____
- ☐ Stakeholder engagement strategy oversight ____
- ☐ Purpose-driven decision making ____
- ☐ Social impact measurement and reporting ____

Emerging Technologies

- ☐ Quantum computing strategic implications ____
- ☐ Biotechnology and healthcare innovation ____
- ☐ Blockchain and cryptocurrency governance ____
- ☐ Robotics and automation workforce impact ____

Geopolitical and Regulatory

- ☐ Global trade and supply chain risk ____
- ☐ Regulatory change anticipation and response ____
- ☐ Political risk assessment and mitigation ____
- ☐ Cross-border compliance and governance ____

Current Skills Score ____ /100

COMPETENCY EVOLUTION PLANNING

Step 1: Identify Priority Learning Areas

Based on your organization's strategic challenges, rank these competency areas by priority:

- _____ Digital transformation and technology governance
- _____ Climate risk and sustainability oversight
- _____ Stakeholder engagement and social impact
- _____ Emerging technology implications
- _____ Geopolitical and regulatory navigation
- _____ Cybersecurity and data governance
- _____ Innovation and disruption management
- _____ Workforce transformation and future of work

Step 2: Map Current Board Strengths

For each director, identify their top 3 expertise areas and emerging competency interests:

Director 1: _____

Current Strengths: _____

Learning Interests: _____

Director 2: _____

Current Strengths: _____

Learning Interests: _____

Director 3: _____

Current Strengths: _____

Learning Interests: _____

Director 4: _____

Current Strengths: _____

Learning Interests: _____

Director 5: _____

Current Strengths: _____

Learning Interests: _____

COMPETENCY EVOLUTION PLANNING

Step 3: Identify Collective Gaps

Priority competency areas lacking adequate board coverage:

1. _____
2. _____
3. _____

ACCELERATED LEARNING FRAMEWORK

Expert Immersion Sessions

Schedule quarterly deep-dive learning sessions on emerging domains

Session Planning Template

Quarter:

Focus Area:

Expert Facilitator:

Learning Objectives:

1. _____
2. _____
3. _____

Pre-Session Preparation

- ❑ Background reading materials distributed
- ❑ Current organizational exposure to topic assessed
- ❑ Specific board questions and challenges identified
- ❑ Success metrics for learning session defined

Session Structure (3 hours)

- Context Setting (30 minutes): Why this matters for our organization
- Expert Briefing (60 minutes): Deep dive into domain fundamentals
- Interactive Exploration (60 minutes): Q&A and scenario discussion
- Application Planning (30 minutes): How to integrate into governance

Post-Session Actions

- ❑ Key insights documented and shared
- ❑ Governance implications identified
- ❑ Follow-up learning needs assessed
- ❑ Next session topic selected

REVERSE MENTORING PROGRAM

Mentor-Mentee Pairing Template

Pairing 1

Director: _____

Mentor: _____

Focus Area: _____

Meeting Frequency: _____

Learning Goals: _____

Pairing 2

Director: _____

Mentor: _____

Focus Area: _____

Meeting Frequency: _____

Learning Goals: _____

Pairing 3

Director: _____

Mentor: _____

Focus Area: _____

Meeting Frequency: _____

Learning Goals: _____

Mentoring Session Structure

- Current developments and trends (20 minutes)
- Governance implications discussion (20 minutes)
- Practical application examples (15 minutes)
- Questions and clarification (5 minutes)

Progress Tracking

Monthly check-ins to assess:

- ☐ Learning objectives achievement
- ☐ Governance application opportunities
- ☐ Additional learning needs identification
- ☐ Relationship effectiveness and satisfaction

SKILLS INTEGRATION WORKSHOP

Workshop Planning Guide

Objective: Connect new knowledge domains to existing governance frameworks

Frequency: Semi-annual (every 6 months)

Participants: All board directors plus key management

Workshop Agenda (4 hours)

Opening (30 minutes)

- Review of new competencies developed over past 6 months
- Assessment of integration challenges and opportunities

Integration Exercise 1 (60 minutes)

- Case study: Applying new digital skills to strategic oversight
- Small group work connecting technology insights to risk management
- Plenary discussion of governance implications

Integration Exercise 2 (60 minutes)

- Scenario planning using climate and sustainability knowledge
- Board decision simulation incorporating stakeholder perspectives
- Reflection on enhanced decision-making capability

Framework Development (90 minutes)

- Update board charter and committee structures
- Revise information requirements and reporting formats
- Adjust meeting agendas to reflect new competencies
- Plan ongoing learning priorities

Action Planning (30 minutes)

- Specific governance improvements to implement
- Individual director development commitments
- Next workshop focus areas selection

COMPETENCY VALIDATION

Quarterly Skills Assessment

Review board's evolving capability against strategic requirements

Assessment Questions

1. How has our collective competency improved over the past quarter?
2. Which emerging challenges do we now feel better equipped to address?
3. What new governance blind spots have we identified?
4. How are we applying new knowledge in our oversight responsibilities?
5. What additional learning should we prioritize?

Skills Application Tracking

- ☐ New competencies applied in recent board decisions
- ☐ Enhanced strategic conversations due to expanded knowledge
- ☐ Improved risk identification from broader perspective
- ☐ Better stakeholder considerations through diverse insights

Annual Competency Review

- ☐ Comprehensive skills gap analysis against future challenges
- ☐ Individual director development achievement assessment
- ☐ Collective board learning effectiveness evaluation
- ☐ Next year's learning priorities and resource planning

IMPLEMENTATION SUCCESS METRICS

Learning Indicators

- Expert sessions completed per quarter: ____
- Directors participating in reverse mentoring ____ %
- Skills integration workshops conducted: ____
- New competencies successfully applied: ____

Governance Impact Measures

- Strategic foresight capability improvement ____ %
- Decision quality enhancement ____ %
- Risk identification effectiveness ____ %
- Stakeholder consideration breadth ____ %

Director Engagement

- Learning satisfaction scores: ____ /5.0
- Confidence in emerging domain oversight: ____ /5.0
- Commitment to continued development ____ %
- Board service meaning and impact: ____ /5.0

Based on research from King & Badham (2019), King, Norbury & Rooney (2020), and adaptive learning studies.

Download additional resources at:
www.drlizking.com