# Attachment X XYZ Ltd

## Confidential Analysis – Board Skills Matrix

**Based on returns completed by Board Members, and assessment and analysis by Nominations Committee, 1 November 2022**

This high-level summary is based upon the assessment of members of the Board Nomination Committee, and the results of the questionnaires. Directors were assessed against the key skills required by the XYZ Ltd Board.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Name | Director since  (\* = foundation director) | M/F | Occupation | Formal Quals | Required Board Skills | | | | | | | | | | | | | | | |
| Knowledge of Disabilty Supports | Government Relationships | Community Sector | Administration | Strategic Planning, Strategic Awareness | Senior Management | HR and IR | Fundraising | Accounting / Financial | Legal | Governance | Investment | Marketing / Public Relations | ICT And Cyber security | Entrepreneurship & Creative Thinking | Capacity to function well in meetings |
| AAA AO∞ | 2004 \* | F | Philanthropic Foundation CEO | BBus |  | **✓** | **✓** | **✓✓** | **✓** | **✓✓** | **✓** | **✓✓✓** | **✓** |  |  | **✓✓✓** | **✓** | **✓** | **✓** | **✓✓✓** |
| BBB | 2012 | m | Strategy Consultant | BA, BEc, BSW | **✓** | **✓✓✓** | **✓** | **✓✓** | **✓✓✓** | **✓** |  |  | **✓✓✓** |  | **✓** |  |  | **✓** |  | **✓** |
| CCC | 2009 | F | Auditor, Consultant | BEc, CPA |  |  |  | **✓✓** | **✓** | **✓✓** | **✓** |  | **✓✓✓** |  | **✓** | **✓✓** |  | **✓✓** | **✓** | **✓** |
| DDD∞ | 2008 | M | Consultant | BA, BEc, MBA |  |  |  | **✓✓✓** |  | **✓✓** | **✓** |  | **✓** |  | **✓✓** | **✓** |  | **✓✓** | **✓✓✓** | **✓✓** |
| EEE∞ | 2016 | M | Venture capitalist | BA (Hons) Oxon GAICD |  | **✓** |  | **✓✓** | **✓✓** | **✓✓** |  |  | **✓** |  |  | **✓✓** | **✓** | **✓✓** | **✓✓✓** | **✓✓** |
| FFF | 2008 | F | Banking Executive | BEc, MBA, GAICD |  | **✓** |  | **✓✓** | **✓** | **✓✓✓** | **✓✓** |  | **✓✓** | **✓** | **✓** | **✓✓✓** | **✓** | **✓** | **✓✓** | **✓** |
| HHH∞ | 2004 \* | F | Academic, Researcher | BA (Hons), BSW, PhD | **✓✓✓** | **✓✓✓** | **✓** | **✓** | **✓** | **✓✓** |  | **✓** |  |  | **✓** |  |  | **✓** |  | **✓✓** |
| III | 2012  Retires in 3/19 | M | Resources Exec (ret’d), Co. Director | CPA, Grad Dip HR Mgt |  | **✓** |  | **✓✓** | **✓** | **✓✓✓** | **✓✓✓** | **✓** | **✓✓** |  | **✓✓✓** | **✓** |  | **✓** | **✓✓✓** | **✓✓✓** |
| JJJ | 2005 \* | M | Managing partner, Law Firm; Investor | BA, LLB, DJ |  |  |  | **✓** | **✓** | **✓✓** |  | **✓** | **✓** | **✓✓✓** | **✓** | **✓✓** |  | **✓✓** | **✓✓** | **✓** |
| KKK∞ | 2017  (New) | M | Community Enterprise CEO and Entrepreneur | MBA (Melb), AFACHSM, FAICD | **✓✓** | **✓✓✓** | **✓✓✓** | **✓✓** | **✓✓** | **✓✓** | **✓✓✓** | **✓✓✓** | **✓** |  | **✓✓✓** | **✓** | **✓✓** | **✓** | **✓✓✓** | **✓✓✓** |
| LLL | 2015 | F | CEO & Community Services Executive | BBus / BComm, MBA | **✓** | **✓✓** | **✓✓✓** | **✓✓** | **✓✓** | **✓✓✓** | **✓** | **✓✓✓** | **✓✓** |  | **✓** |  | **✓** | **✓✓** | **✓** | **✓✓** |