



Webinar

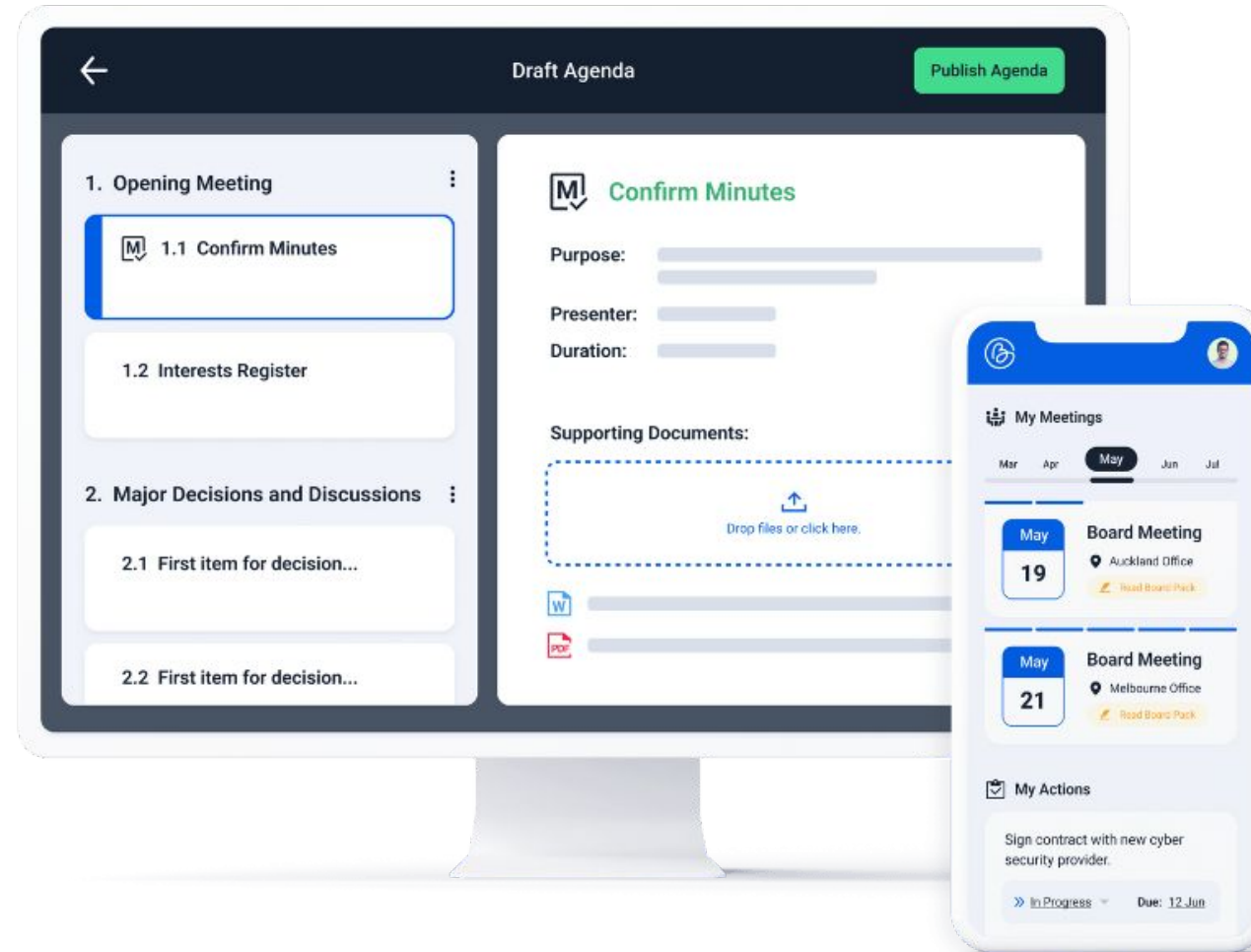
Navigating Governance: How Successful Boards Plan, Pay and Perform

With Special Guest Michelle Read

StrategicPay 









**Making the fundamentals of
governance free and
easy to implement**



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enjoy the conversation**



Michelle Read

Director of Reward
Consulting
Strategic Pay



**Giselle
McLachlan**

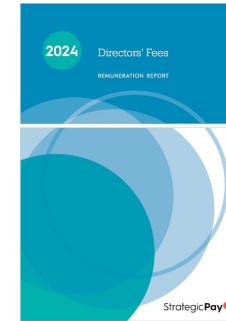
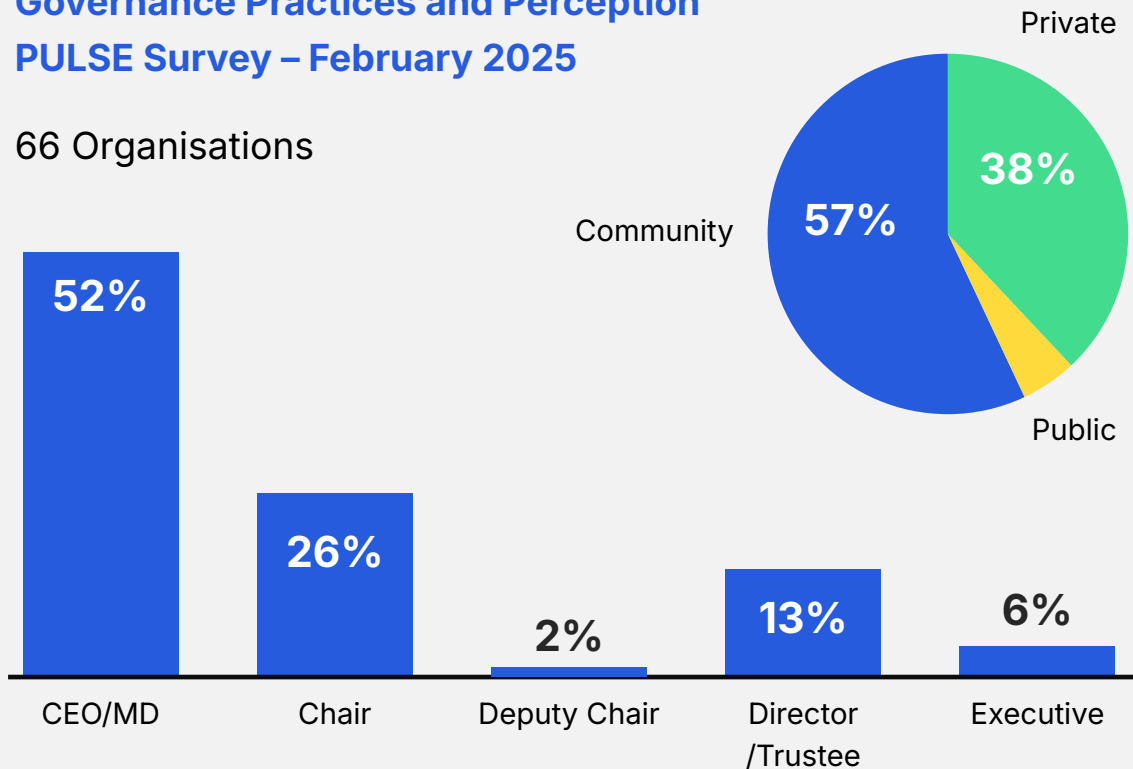
Managing Director
Grounded Governance



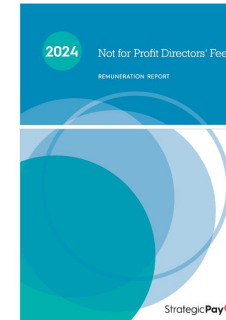
Data Sources Referenced in this Presentation (all from NZ)

Governance Practices and Perception PULSE Survey – February 2025

66 Organisations



NZ Directors' Fees Report 2024

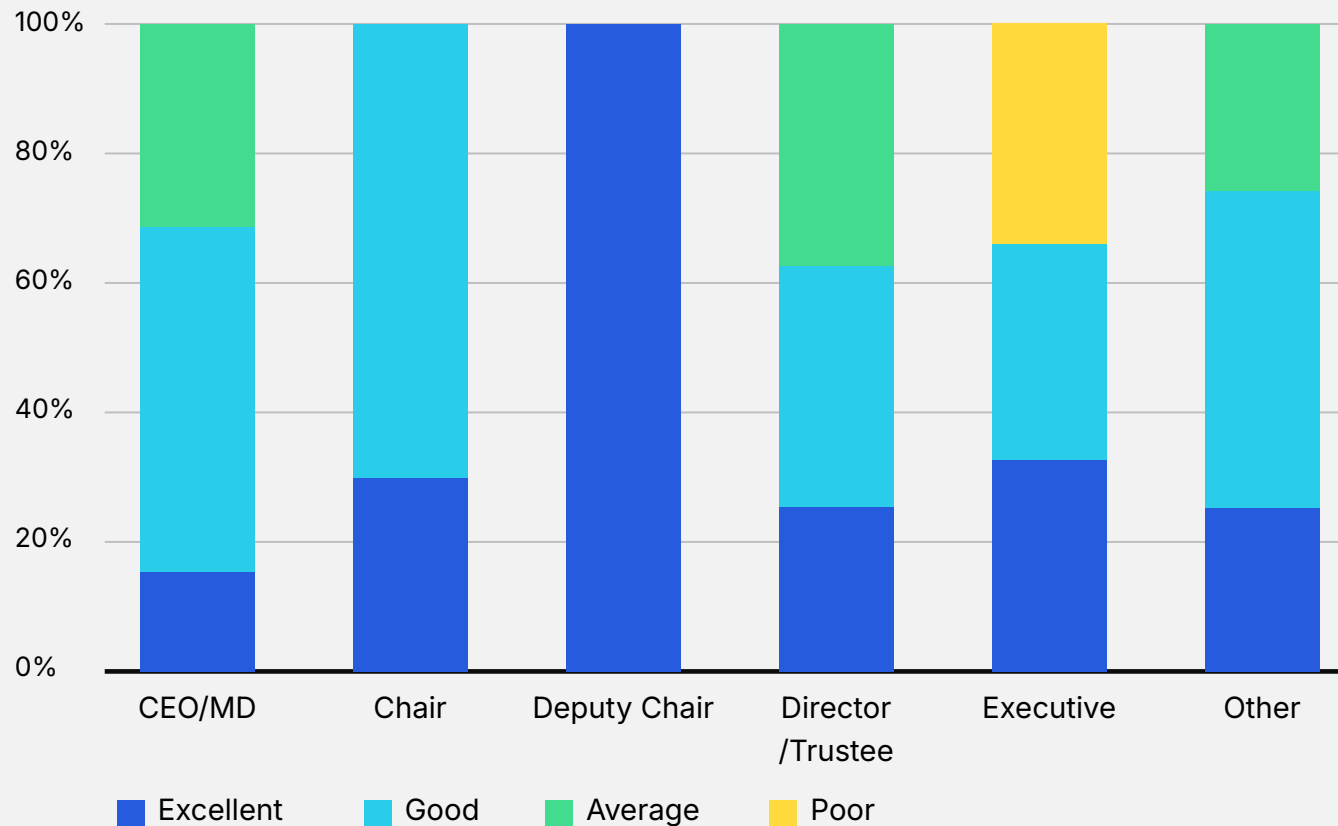


NZ Not for Profit Directors' Fees Report 2024



Positivity Right Now

How do you feel about the organisation's board meetings overall?



Individual perception of board meetings is **mostly positive** – around **75%** indicating a **'good'** or **'excellent'** perception.



Board Skills and **Culture** rank among the top reasons for a positive perception.



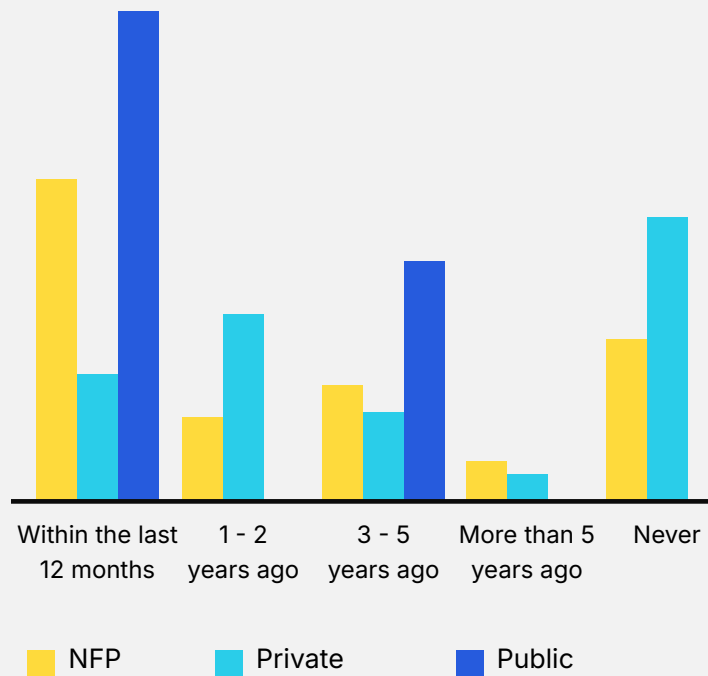
For CEOs with a positive perception, the **Culture** factor is most cited.



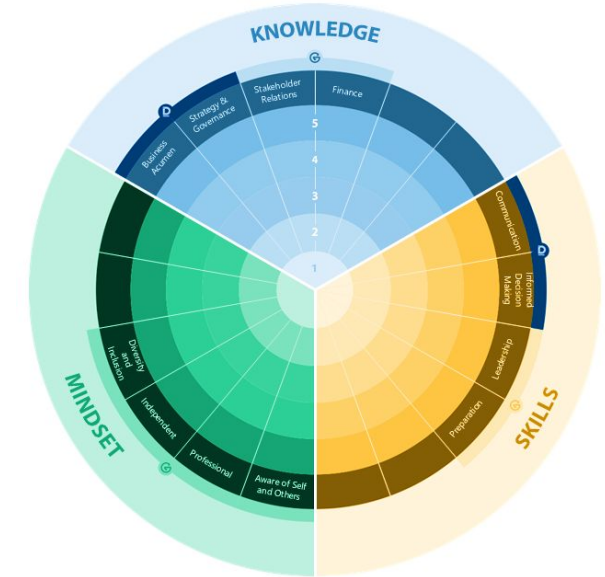
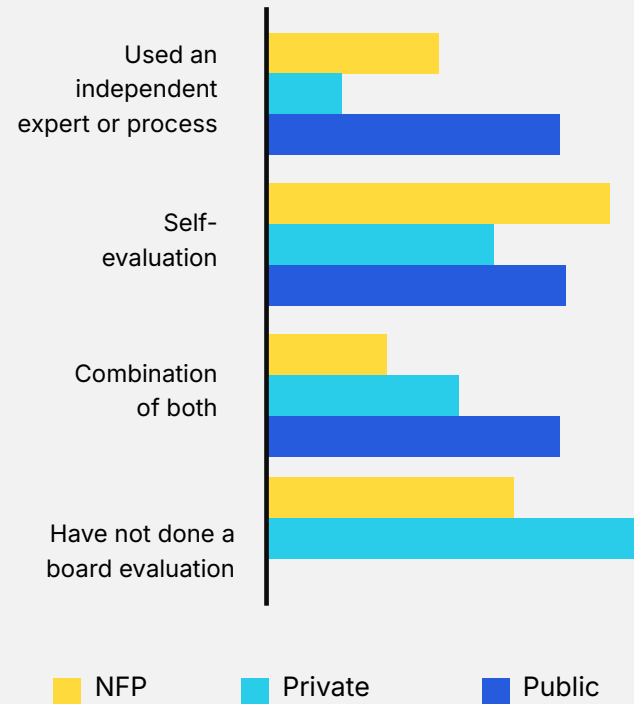
Board Evaluation and Skills Matrix

Half of the organisations had a formal board evaluation in the past 2 years; around half of these used self-evaluation vs an independent or expert process.

When



How



Skills Matrix Assessment

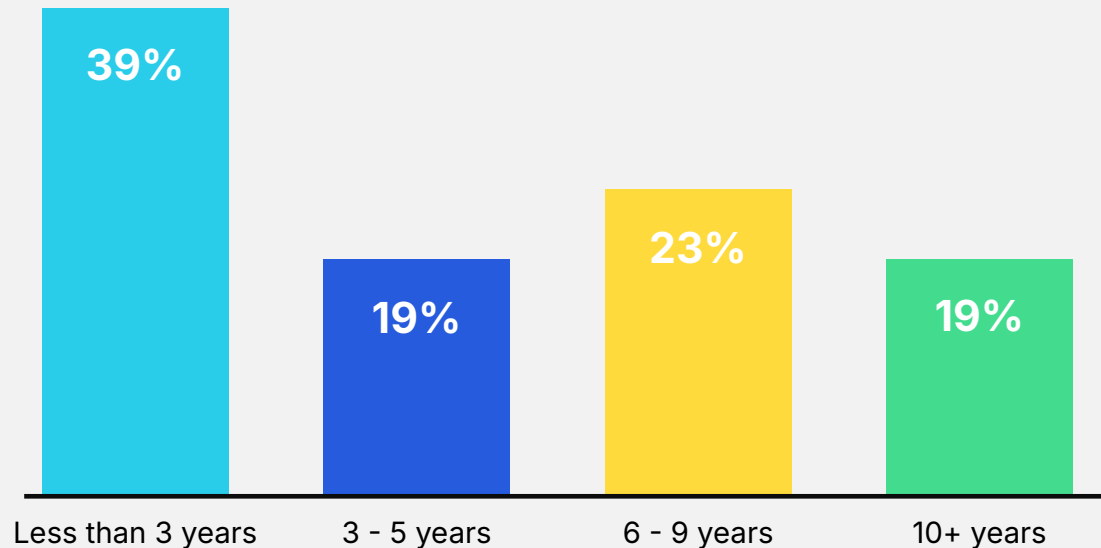
48% of boards did a board skills assessment this past year

23% of boards have never done a skills assessment



Length of Time on the Board and Succession Planning

Chairpersons – Length of Service



- ▶ Of Chairs currently serving, **19%** have a **tenure of 10 +years**
- ▶ It is **more typical** for **Community organisations** to have a policy around board length of service (**66%**, compared to 26% in Private Sector)

Around **48%** of boards report having board members with **tenure** of over **10 years**

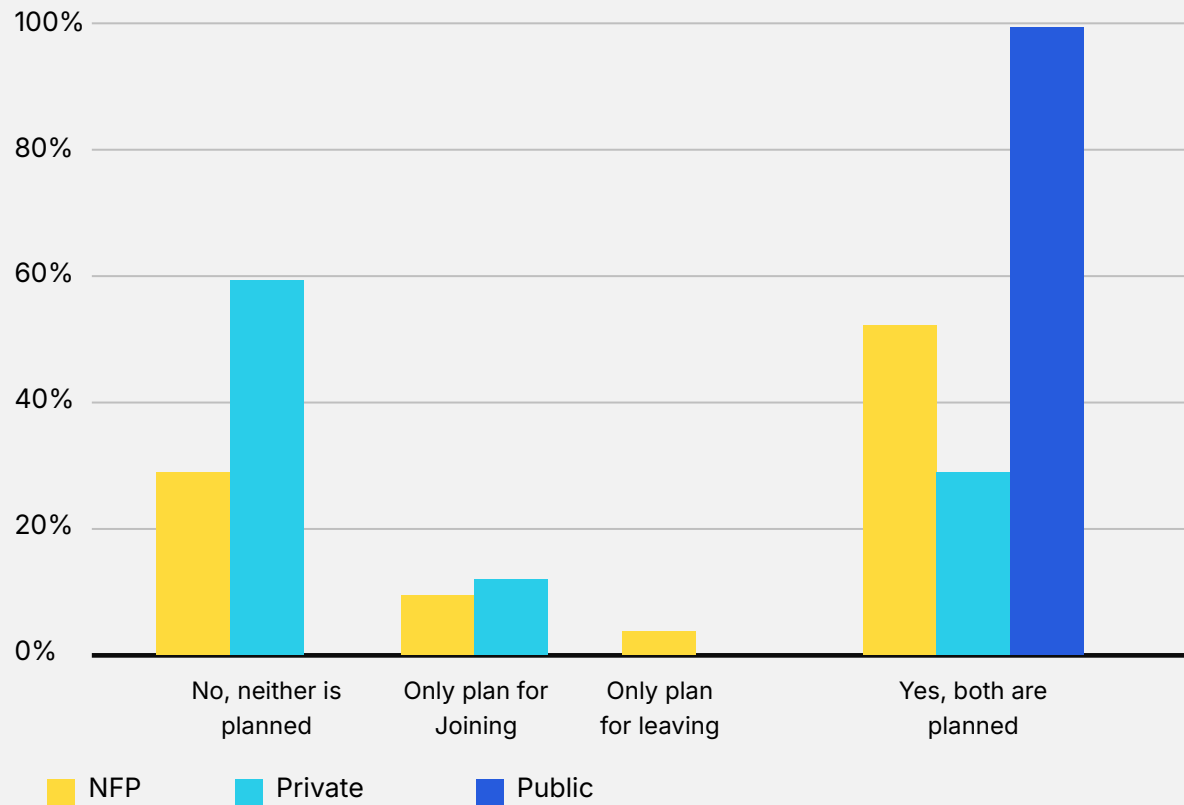


**What does
successful LONG
tenure look like?**

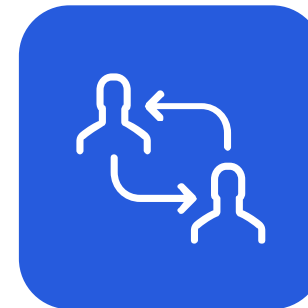


Length of Time on the Board and Succession Planning

Change Planning in Place?



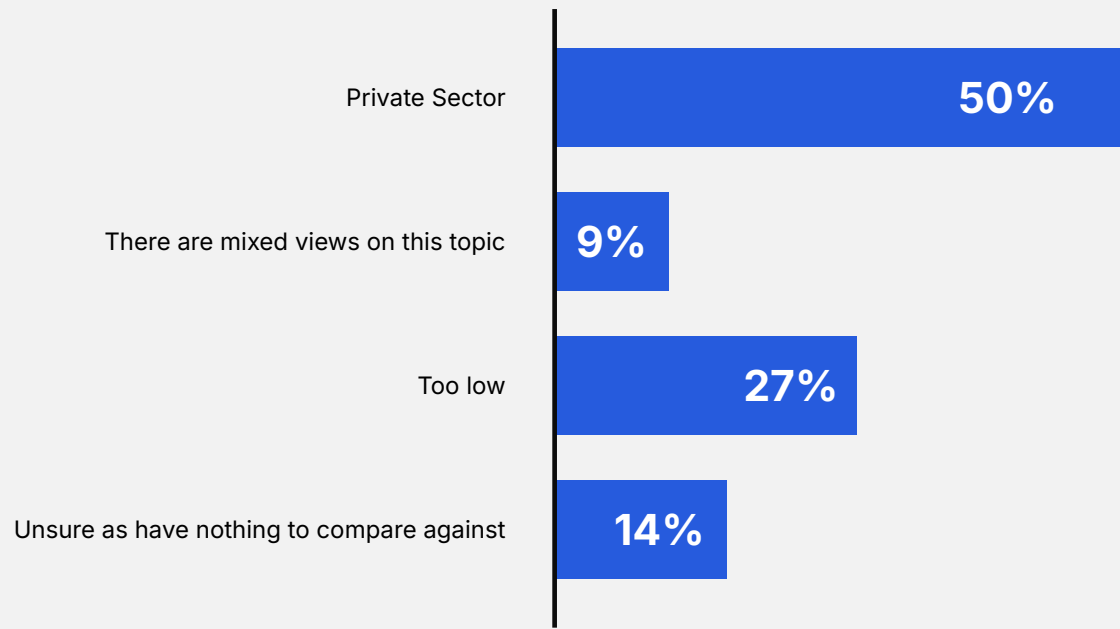
Around **40%** of boards **do not proactively plan** for board members **leaving or joining**





Directors' Fees Level

"Are your fees set at a level that rewards for the accountability, skill and effort required for the role?"



41%

Private Sector organisations think their **board fees are too low or don't know**

30%

Community organisations state **Directors volunteer their time**



Poll – Does your organisation have a formal Director Fees Pay Policy?

Poll Question



Yes



No



Not Sure



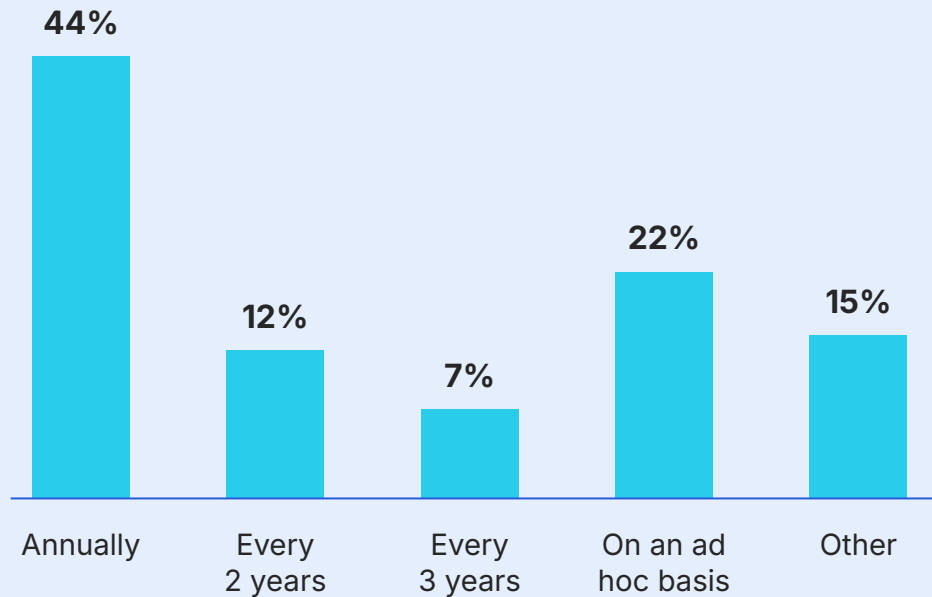
Don't Pay Fees



Directors' Fees Frequency of Review

How often are fees reviewed?

Annually and Ad hoc are the most commonly reported



Strategic Pay Directors' Fees Report reveals:



44%

of organisations review board fees annually



18% of Board Chairs and 12% of Directors
had no increase in fees

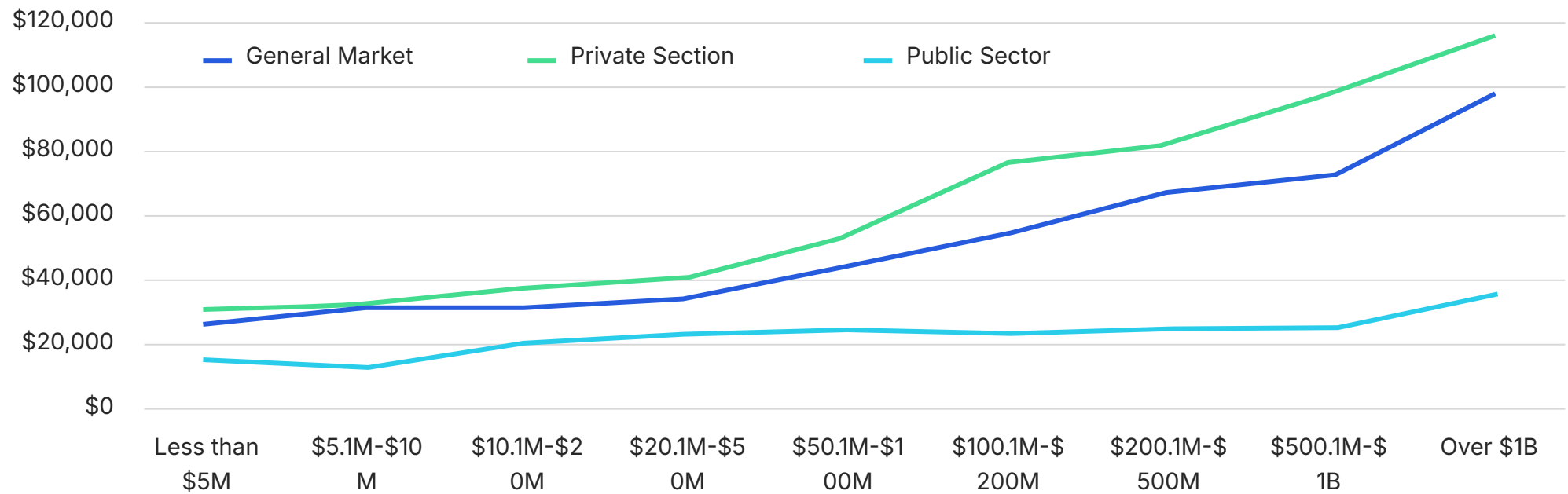


Over a third of **Board Chairs and Directors** had a
fees increase over 5%



Directors' Fees Level

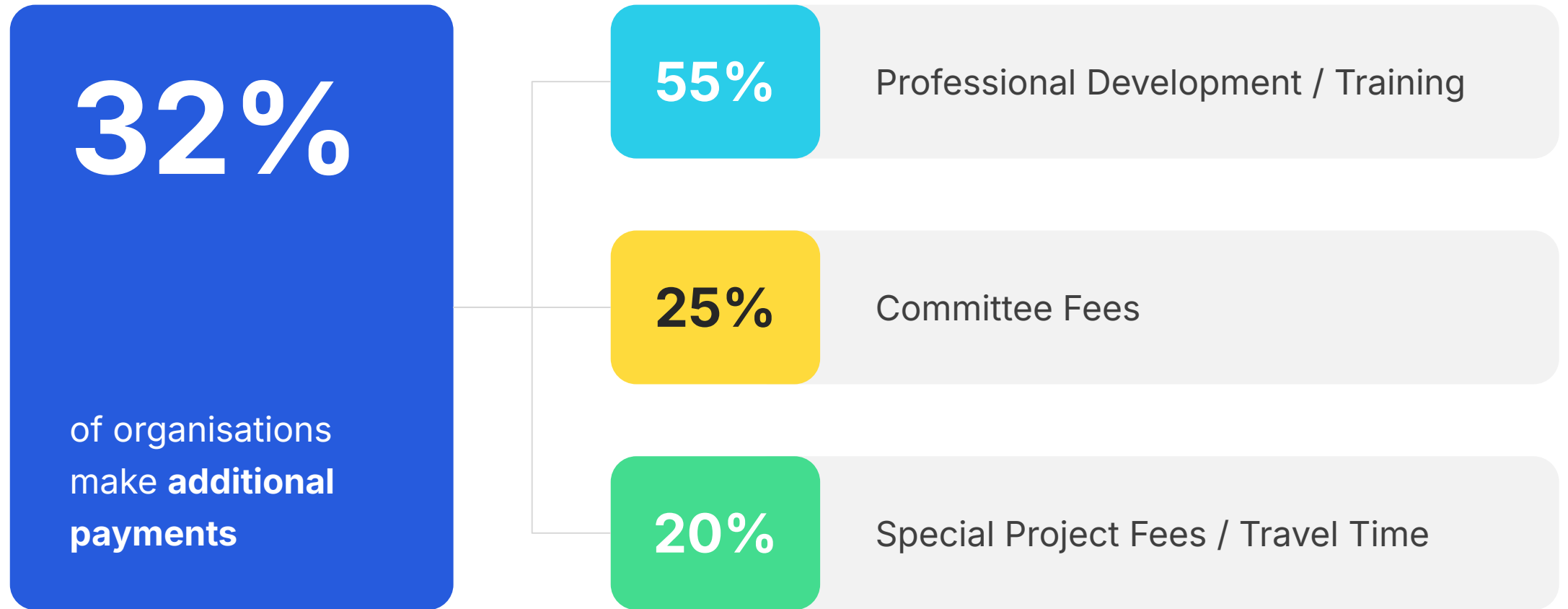
Factors Impacting NZ Directors' Fees Level - Organisation Size







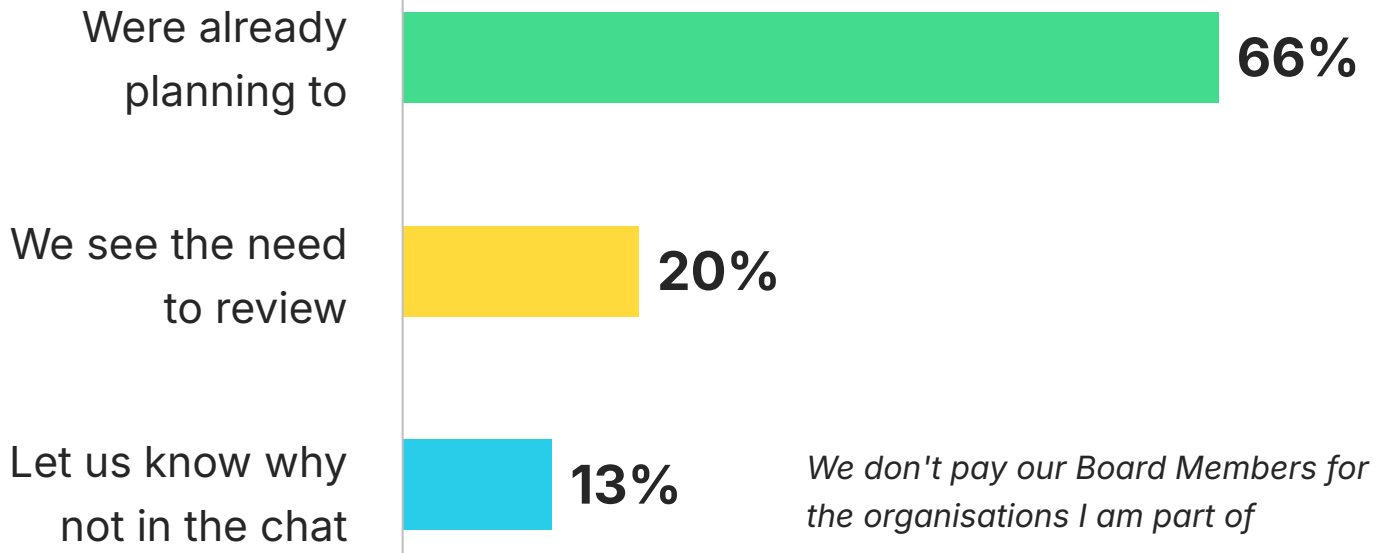
Directors' Fees – Additional Payments





Poll – Do you intend to review your Directors' Fees?

Will you be reviewing fees in the next 12 months?





Grounded

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Thank you
