

Prepared for the challenges of tomorrow?

Evaluations and self-assessments
of supervisory boards

ECBE

Member of hkp /// group

“ECBE is an independent, innovative, and value-oriented companion of evaluations and self-assessments of supervisory boards. It is our intention to improve the work and effectiveness of supervisory boards while taking far-reaching transformation processes into account. We guarantee a comprehensive stocktaking with systematic compliance and best practice comparisons, targeted insights into all facets of your supervisory board as well as practical recommendations for the further development of the supervisory board’s work.”



Daniela Mattheus

Senior Board Advisor | Co-Owner

We create value for the further development of your supervisory board

The evaluation and self-assessment of the activities of supervisory boards has established itself as an instrument of good corporate governance. An evaluation provides more than a mere review of the regulatory requirements: It enables a fact-based, systematic, and future-oriented development of your supervisory board

- ✓ The strengths as well as the obstacles of effective and future oriented committee work are identified and formulated.
- ✓ The role and self-image of the supervisory board is sharpened.
- ✓ All areas of responsibility of the supervisory board are reflected upon in order to develop the board in every perspective.
- ✓ The competences for tackling current challenges are identified and developed.
- ✓ The ways of working, culture of discussion and interaction of the committee are strengthened.
- ✓ The cooperation and supply of information to the executive board, investors and other stakeholders is being expanded.
- ✓ Best practice and benchmark comparisons support the board in classifying its methods of working.

Our solution to reflecting on and developing the work of the supervisory board



Innovative evaluation process with digital and personal elements.



Modular and selectable service packages allow for a customised and calculable implementation of the evaluation.



The fulfilment of regulatory requirements (compliance) and the status quo of committee work with best practice requirements (best practice) are reviewed.



Detailed and multidimensional evaluation through best practice matrix, performance indicators and benchmark analysis identify the current situation with specific fields of action, discussion, and information.



With us, you will be accompanied by a highly experienced, interdisciplinary, and diverse project team with high standards of quality and personal integrity.



Our technology meets the highest security standards and allows for an intuitive use for board members.



ECBE specialises exclusively in accompanying evaluations for supervisory boards and boards of directors. Our personal commitment to the principles of reliability, integrity and confidentiality ensures the objectivity of your evaluation.

With us, your supervisory board will be fit for the future

Our performance indicators condense knowledge about successful supervisory board work from empirical research and practical board experience. They allow for a structured assessment of supervisory board work within dimensions that are critical to success and continuously developed.



Focus Future Readiness

A key indicator for being prepared for tomorrow's supervisory board activities is the ability to transform. Supervisory boards in all companies and confronted with fundamental change processes: In a volatile geopolitical and ecological environment, they have to discuss business models and strategies and anticipate their opportunities and risks for tomorrow. This also requires changes in and of the supervisory board itself. Therefore, we focus our attention on your **future readiness**.

Evaluation according to your needs

ECBE designs the evaluation to your needs. Whether standardised or individualised, tool-based evaluation, structured personal discussions, or moderated workshops – our selectable services allow for a customised and calculable evaluation.

Internal evaluation with the ECBE tool



Questionnaire-based digital evaluation



Personal interviews



Moderated workshop



Compliance & Best Practice Fokus

The separation between regulatory requirements (“compliance check”) and best practice requirements (“best practice analysis”) enables high evaluation efficiency without neglecting any aspects.

	Compliance-Check	Best practice analysis
Goals	Identification of necessary improvements with regard to regulatory requirements	Identification of potential improvements to further develop the work of the supervisory board
Results	Presentation on the needs for action on regulatory requirements	Presentation of suggestions and recommendations for action on implementation measures

ECBE Evaluation tool

Evaluation principles

- » Individual access links for all supervisory board members to the digital questionnaire, taking into account the respective function, role and (committee) affiliation.
- » Participants can see the remaining duration of the survey in the survey mask and find contact information for content-related or technical questions.
- » The survey is available bilingually (German and English)

Evaluation content

- » Includes statements of agreement, open-ended questions, and yes/no questions.
- » Instructions provide additional information on the background of the question and allow for further education.
- » The comment function can be used to provide additional information on potential for improvement.
- » The interactive overview at the end of the survey shows all questions and the answers given at a glance.

Technical details

- » Latest technology and DSGVO-compliant information collection meets the highest security standards
- » Complete anonymity in response and evaluation is guaranteed
- » Interruptions and breaks at any time without loss of information
- » Use of different end devices (PC, tablets, smartphones) possible
- » Questionnaire can be printed out at any time
- » Download of the completed questionnaire is possible

The screenshot shows a web browser window with the URL <https://www.ecbe-tool.com/de/signup/7db48e78-e0ee-4b99-8047-e1d3d1eed1cb>. The page header includes the ECBE logo (Member of hkp group), navigation buttons for 'OVERVIEW' and 'LOG OUT', and a callout 'Test the ECBE tool here'. The main content area displays the survey title 'ECBE test survey' and progress 'Cluster 1 of 5, Question 1 of 10'. A callout 'Transparency about survey structure' points to the survey title. The question text is 'Discussion and work culture' followed by 'There is an open, constructive and confidential atmosphere of discussion on the Supervisory Board.' Below this is a radio button selection list: 'Strongly agree' (selected), 'Agree', 'Neither agree nor disagree', 'Disagree', 'Strongly disagree', 'Cannot be assessed', and 'Skip this question for now'. A callout 'Integrated training tool through instruction texts' points to the question text. Below the selection list is a 'Comment' field with a callout 'Potential comments'. At the bottom of the question area are buttons for 'Previous', 'Next', and 'Overview'. A callout 'Number of days until the end of the survey' points to the '30 days left' text at the bottom right. The footer contains 'Do you need help? support@ecbe.com' and 'Imprint | Data protection'. A callout 'Contact information can be found on each page' points to the footer.

Snapshot: In-depth interviews, facilitated workshops & 360° perspective

In-depth interviews

Through (in-depth) personal one-on-one interviews with members of the supervisory board, deeper insights into the work and functioning of the board are gained. During the discussions, the critical topics identified from the tool-based evaluation can be deepened and qualitatively evaluated in order to derive the concrete fields of action. A confidential, appropriate discussion atmosphere is ensured at all times.

Facilitated workshops

Facilitated workshops enable the supervisory board to deal in depth with the identified fields of action and to decide on concrete implementation measures. ECBE ensures a professional moderation of the workshop and supports with helpful benchmark analyses.

360° perspective

An additional 360° perspective and the involvement of (all or selected) board members allows for...

- an external perspective on the work of the supervisory board.
- an in-depth analysis of the interaction and information flow between the supervisory board and the executive board.
- a reflection on the role of the supervisory board as advisor and sparring partner to the executive board.

Snapshot: Results report

The results of the evaluation are incorporated into a detailed report with a compact executive summary and highlighted recommendations for action.

Executive summary

- » Overview with the essential qualitative and quantitative findings
- » Concrete recommendations for action for the supervisory board and committees for the further development of committee work



Deep Dive Analysis

- » Detailed report with all quantitative and qualitative evaluations
- » Deep Dive regarding the Compliance Check and Best Practice Analysis
- » Presentation of the Best Practice Matrix, the performance indicators, and the benchmark analysis

The thumbnails represent different sections of the results report:

- Concrete recommendations for action:** Anregungen & Handlungsempfehlungen
- Overarching result with benchmark comparison:** Wesentliche Erkenntnisse: Best Practice-Analyse
- Compliance Check for every question and topic:** Aufgaben - Vorstandsangelegenheiten (1/3)
- For all committees:** Prüfungsausschuss (2/3)
- Best Practice Matrix with performance indicators:** Best Practice Matrix: Auswertungsergebnisse
- For individual questions:** Themenbereich: Zusammensetzung des Aufsichtsrats (1/2)
- For each topic:** Ergebnisse je Themenbereich (2/4)
- In a multi-year comparison:** Best Practice-Analyse im Mehrjahresvergleich

Daniela Mattheus

Senior Board Advisor | Co-Owner



daniela.mattheus@ecbe.com
+49 69 3487 715 01

Dr. Lukas Berger

Board Advisor | Director



lukas.berger@ecbe.com
+49 69 3487 715 02

Dr. Philine Sandhu

Senior Board Advisor



philine.sandhu@ecbe.com
+49 69 3487 715 05

Prof. Dr. Michael Wolff

Senior Board Advisor | Co-Owner



michael.wolff@ecbe.com
+49 69 3487 715 03

European Center for Board Effectiveness

ECBE - European Center for Board Effectiveness GmbH is a company specialised exclusively in the evaluation of supervisory boards. It is part of the management consultancy hkp///group, which is specialised in strategic HR and corporate governance, but operates as an independent company and brand. With an innovative and tool-based approach, ECBE supports supervisory bodies in reflecting on and improving their work in an effective, diverse and international manner and in accordance with the highest quality standards.

You will be accompanied by competent experts with many years of experience in advising supervisory boards and in conducting tool- and interview-based evaluations of supervisory boards in a wide variety of companies. Our diverse and interdisciplinary team combines the knowledge of successful supervisory board work from scientific findings and practical board experience.

Find out more on our homepage at www.ecbe.com

ECBE

Member of **hkp**///group

ECBE European Center for Board Effectiveness GmbH

Friedrich-Ebert-Anlage 35-37

60327 Frankfurt am Main

www.ecbe.com