



tie ltd Non-Executive Director Performance Evaluation 2007

Name of Non-Executive Director		Name of Reviewer				
██████████		Willie Gallagher				
Signature of Non-Executive Director		Signature of Reviewer				
Date:		Date:				
Performance Ratings 1- 6		Performance Ratings 1- 6				
1 Outstanding		2 Excellent		3 Good		
4 Acceptable		5 Requires Improvement		6. Unacceptable		
	Key Issue			Observations/Comments		Rating
1	How well prepared and informed are they for board meetings and is their attendance satisfactory??			Always well prepared and it is evident that the Board papers have been read and scrutinised.		3
2	Demonstrate a willingness to invest time and effort to understand the company and its business and a readiness to participate in events outside the boardroom?			Has made excellent connections with tie Executive and provides invaluable support to the Executive Chair in providing an informed "sound board" for CEC discussions.		3
3	What has been the quality and value of their contributions at board meetings?			Style is to be inquisitive, direct and yet helpful. Will always ensure a discussion has a valid conclusion.		3
4	What has been their contribution to development of strategy and to risk management?			These activities are at an early stage of maturity but there is a definite willingness to engage.		3
5	How successfully have they brought their knowledge and experience to bear in the consideration of strategy and execution?			Has extensive CEC and political contacts. Role on CEC Executive, representing Transport, ensures the profile of the Tram Project remains high.		2



	Key Issue	Observations/Comments	Rating
6	How effectively have they probed to test assumptions and information?	Best demonstrated via questions at Board meeting and follow-up meetings on specific issues of concern.	2
7	How effectively and proactively have they followed up their areas of concern?	Diligent in ensuring closure of issues and actions	2
8	How effective and successful are their relationships with fellow board members and senior management?	Phil is an extremely influential member of the Board and makes valued contributions to the Audit Committee.	2
9	How actively and successfully do they refresh their knowledge and skills and are they up to date with: <ul style="list-style-type: none"> ▪ latest developments in corporate governance ▪ the industry and market conditions 	Training Courses are being arranged for members of the Board.	3
Key areas to be Developed (<i>Key areas to develop in role of non-executive director</i>)			
More of the same in 2008. I look forward to a similar positive contribution at the CEC Tram Committee.			
Upward Feedback <i>What ideas are there about how the Executive Chairman could improve their performance? What would be helpful to either board members? Give specific examples to illustrate.</i>			
<i>What does he/she do well? What should they continue doing?</i>			
Meet on a more frequent basis?			
<i>What does he/she need to improve on?</i>			
Help!!!			