

CHIEF EXECUTIVE OFFICER (CEO) EVALUATION

Name of CEO	;	 _
Date of Evalua	ation :	 _
Evaluated by	i	 -
functions and	responsibilities	of varying statements based on the roles, ficer of the Company. For each statement, you :
1-	Disagree	
2-	Neutral	
3-	Agree	

Put a check (X) mark on your rating. Please be forthright in your answers. This Questionnaire aims to determine the CEO's strengths and weaknesses. Thank you.

	1	2	3
PERSONAL QUALITIES			
The CEO is a person of integrity.		EAST-COME.	
		-	
The CEO has the respect of his peers within the business community.			
The CEO sets high personal standards and pursues goals with a high level of personal drive and energy.			
LEADERSHIP SKILLS			
1. The CEO clearly defines the vision and mission of the organization.			
2. Strategic Thinking. The CEO:			
(a) demonstrates a broad-based view of issues, events, and activities, in			
order to develop organizational strategies;			
(b) perceives longer-term impact and wider implications of issues and			
events and considers wide-ranging possibilities;			
(c) creates strategies to balance short-term requirements with long-range			
business plans consistent with the vision and mission.			
3. Business Leadership. The CEO:			
(a) Meets profit objectives through a keen sense of business and			
technical competence;			
(b) Seizes opportunities to increase current business or to expand into			
new markets, products, or services.			
4. Planning, Prioritizing and Maintaining Focus. The CEO:			
(a) establishes short-term and long term goals and business plans;			
(b) clarifies roles and responsibilities, sets priorities and milestones and			
is not distracted by unimportant details or activities.			
5. Analytical Thinking and Decision Making. The CEO:			
(a) analyses issues and breaks them down into their component parts;			

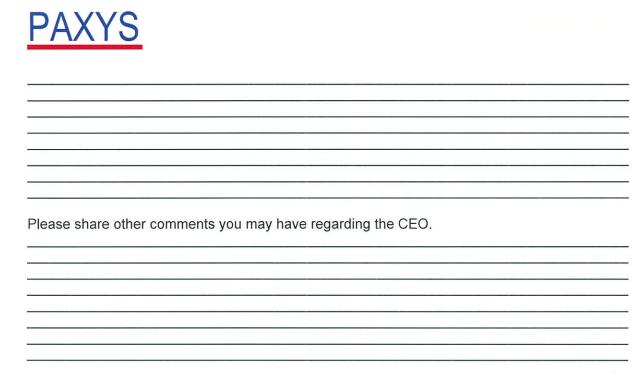


(b) examines issues from different perspectives.			
(c) makes systematic and rational judgments and decisions based on			
consideration of all the relevant information.			
6. Innovation. The CEO:			
(a) identifies fresh approaches and shows a willingness to question			
traditional assumptions;			
(b) creates new and imaginative approaches to work-related issues.			
7. Corporate Social Responsibility.			
The CEO actively promotes the Company's CSR programs and			
activities in close coordination with the Aboitiz Foundation.			
MANAGERIAL SKILLS: Building Commitment	7-1937-19		
1. Catalyzing Teams.			
The CEO effectively catalyses in building and maintaining teams'			
achievement of business goals.			
2. People Development.			
The CEO plans and supports the development of individual's skills			
and abilities so that they can fulfil current or future job/role			
responsibilities more effectively.			
3. Communication.			
The CEO Clearly conveys information and ideas through a variety of			
media to individuals or groups in a manner that engages the audience	1		
and helps them understand and retain the message.			
Building Partnerships and Networking.			
The CEO actively identifies opportunities and takes action in building			
strategic relationships between one's area and other areas, teams,			
departments, units or organizations to help achieve business goals.			
Motivating Others. The CEO			
(a) empowers and motivates team members, and at the same time			
generates enthusiasm and commitment from others;	-	-	-
(b) executes clear policies established for how the Company and its			
employees will operate.	To also with a second	Chip of part	PEROMESTIC
MANAGERIAL SKILLS: Ensuring Execution			
1. Leading Change.			
The CEO continuously uses change management skills and abilities			
to seek opportunities for different and innovative approaches to			
addressing organizational problems and opportunities.			
Customer Focus.			
The CEO proactively develops customer relationships by making			
efforts to listen to and understand the customer.			
Managing Performance.			
The CEO Focuses and guides others in accomplishing work and			
business objectives.			
4. Resilience.			
The CEO maintains effective work behavior in the face of setbacks or			
pressure. He remains calm, stable and in control, regardless of			
pressure.	100000000000000000000000000000000000000		
BOARD RELATIONS			
1. The CEO works with the Board in developing the mission and long-		11-11-11-11-11-11-11-11-11-11-11-11-11-	
1. The OLO works with the board in developing the mission and long-			



2.	and short-range strategic plans.			
	The CEO works with the Board to create an optimal governance			
	environment.			
3.	The CEO appraises the Board regularly on Company plans,			
	performance, issues and opportunities at and between meetings.			
4.	The CEO helps educate the Board on the organization.			
5.	The CEO executes the philosophy and direction provided by the			
0.	Board of Directors.			
6	The CEO creates a sense of trustworthiness in Board/CEO relations.			
	NANCIAL MANAGEMENT		06/5/16/5	LOT SHE
	TAROIAE MARAGEMENT			
1.	The CEO has a solid, up-to-date understanding of the Company's			
1000	financial statements and other measures relevant to its business and			
	financial situation.			
2.	The CEO is supported by a qualified and competent CFO who has			
500.0	day-to-day accountability for managing and monitoring the			
	Company's finances.			
3.				
	decisions on where to allocate resources based on maximizing value			
	to the organization.			
4.				
	accurate and up-to-date.			
O	VERALL PERFORMANCE		SHEET STATES	BOX.
Ιa	m satisfied with the overall performance of the CEO.			
In y	ESTIONS: rour opinion, what are the major accomplishments of the CEO over the party did not be exhibit in making them happen? (List 2 or 3)	ast year a	ınd what	
Major Accomplishment Trait/Skills				
	Major Accomplishment Trait/Skill	s Exhibite	∍d	
	Major Accomplishment Trait/Skill	s Exhibite	ed	_
	Major Accomplishment Trait/Skill	s Exhibite	ed	
	Major Accomplishment Trait/Skill	s Exhibite	ed	
Wh	Major Accomplishment Trait/Skill at area/s, if any, could the CEO improve on his personal performance?	s Exhibite	ed	
		s Exhibite	ed	
Wh		s Exhibite	ed	

What assistance or resources are needed to address his developmental needs?



Thank you for spending time accomplishing this evaluation form.