

Board Performance Beyond Succession Planning

WIB/AABD Annual Directors Conference

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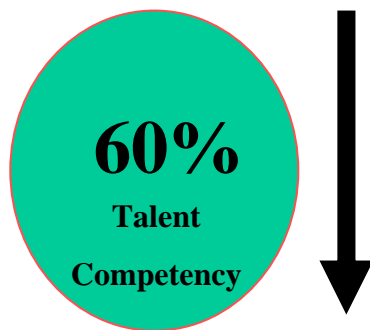
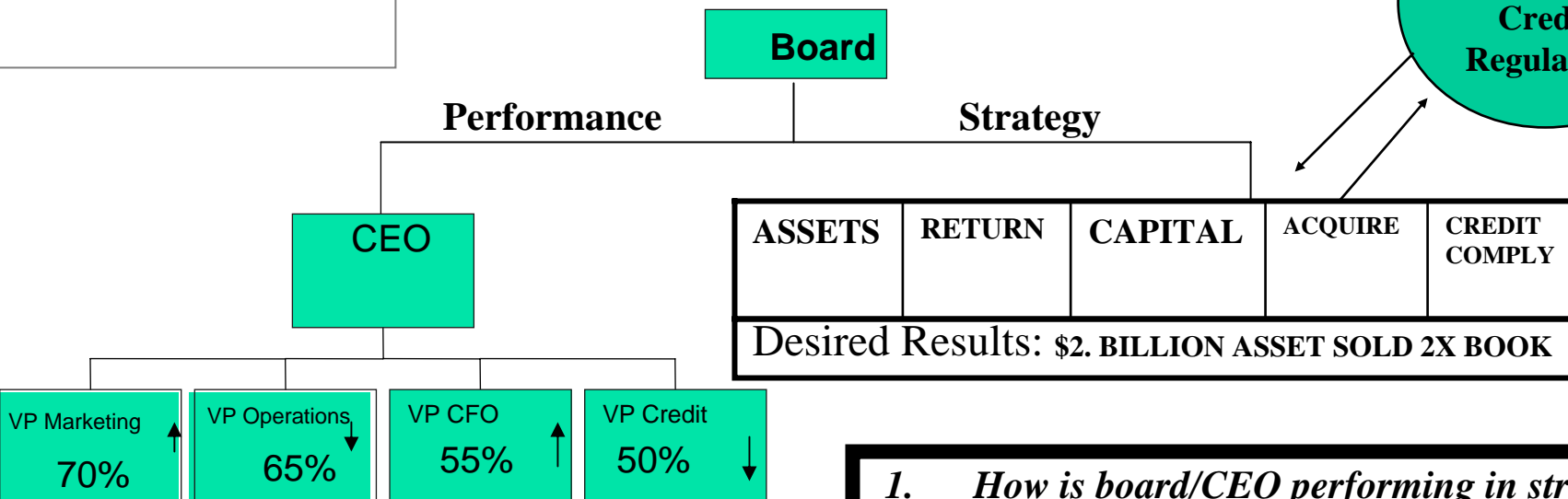
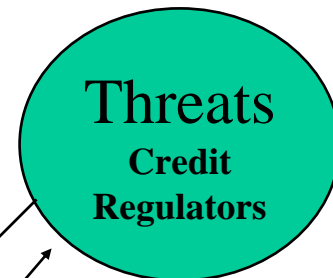
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Every director's duty: Leave a proud leadership legacy.

- 1. *Take the lead by assuming your full leadership responsibility:*** To protect and create value for the benefit of all shareholders, employees, customers, and the community. Insist on working with inspired, knowledgeable and principled directors (including the CEO).
- 2. *Assess each director, and executive's performance.*** Gauge the board's ability to recruit, guide and work with the CEO and develop a winning strategy. Determine if the board, CEO and management team are completely competent and committed to executing a well thought out strategy.
- 3. *Hold to the highest standards. Ensure the board, executives and service providers' adhere to the highest standards of corporate governance,*** risk management, regulatory compliance, fiduciary and professional standards. Make sure they display integrity, courage and character, individually and as a group. Hold yourself personally accountable to these same standards.
- 4. *Focus on the intangibles: WHATR5***
 - **Winning** -Is everyone winning-the organization, directors, the board, employees, shareholders? If not, what do we need to accomplish to win.
 - **Harmony**-Are we in agreement with and committed to the organization's methods, values, and objectives?
 - **Attitude**-Do we have a negative attitude of fear, blame, and distrust or are we aggressively positive about winning?
 - **Trust**-Are we committed to the truth and are we credible with ourselves and all stakeholders?
 - **Right things**- Are we doing the right things in terms of ethics, people, strategy, and are we doing the right things now?
- 5. *Set and achieve 5 objectives every 90 days.*** Start with the intangibles; get the best talent, 100% committed, then focus on tasks and performance metrics. As a steward of financial, human and other resources, leave a proud legacy of growth, value, and integrity.

Board Performance

Current:
\$750 MILLION ASSETS



1. *How is board/CEO performing in strategy, talent management and results?*
 2. *How does the board, CEO and executives (service providers too) measure up?*
 3. *Boards role: 100% competent team.*
- Goal: 100% competent talent to reach \$2 billion in assets for 2x book exit.*