

GPLT/FPI

BOARD SKILLS MATRIX

Period.....

Please read, understand & complete all required areas to be considered for board membership

Global Peace Let's Talk and Farmers Pride International

BOARD SKILLS MATRIX

1 Introduction

Dear current and incoming Board members,

This Board Skills Matrix (“**Matrix**”) provides a guide as to the skills, knowledge, experience, personal attributes and other criteria appropriate that [Global Peace Let's Talk](#) and [Farmers Pride International](#) (“**NGO/NPO**”) are looking to achieve in its Board membership. The template is designed to capture the skills of the current Board, assist in the recruitment of future Board Directors and provide guidance for the Board in its succession planning.

GPLT and FPI will now be using result based management and this starts with setting up of a Board that must be skills-based, comprising of Directors who collectively have the skills, knowledge and experience to effectively govern, direct, market and fundraise for the NGO/NPO. The skills and attributes required of Board Directors are broadly categorised as follows:

- governance skills (that is, skills directly relevant to performing the Board's key functions)
- Industry skills (that is, skills relevant to the industry or sector in which GPLT & FPI predominantly operates)
- Personal attributes or qualities that are generally considered desirable to be an effective Director.
- Marketing/ fundraising Skills (That are skills to use to bring strategic partnerships, money and technical support to GPLT & FPI)

In addition, the Board as a whole should also encompass desirable diversity in aspects such as gender, age, or different perspectives relative to the skills and attributes noted above.

2 Use of Matrix

Prior to initiating a search for a new Board member, these areas of capability are reviewed in light of the NGO/NPO's strategy and the prevailing and expected market conditions. The collective capability of the current Board is assessed against requirements and the search then focuses on finding new Board members who will best complement the current mix of capability on the Board.

This Matrix is also used to select induction, development and education activities for the Board and to articulate the on-going relevance of a Board member's expertise prior to recommending re-election of that Board member.

The skill areas in this Matrix will be reviewed at least annually to ensure that they remain aligned with GPLT & FPI's stage of development and strategic direction.

The amount of money needed to be raised between **2022 -2025: USD 45 Million** or equivalent in other currencies break it down in amount per year

For current board members

| | | | |
|--|--|---|-----|
| How long have you been a board member? | | Amount contributed to cover that USD | \$? |
| How many polices have you developed? | | | |
| How many strategic partners have you brought in? | | | |
| What technical support have you brought in? | | | |
| How much will you bring in this year? | | Amount contributed to cover that in USD | \$? |

For incoming board members

| | | | |
|--|--|---|-----|
| How long will you be a board member? | | Amount contributed to cover that in USD | \$? |
| How many polices will you be able to work on? | | | |
| How many strategic partners will you bring in? | | | |
| What technical support will you bring in? | | | |
| How much money will you bring in this year? | | Amount contributed to cover that in USD | \$? |

Please go to the next pages, tick skills you have and put an x on what you don't have kindly read what we have written as a requirement before you can commit yourself to be a GPLT/FPI board member.

We hope to welcome new competent board members and to continue to work with the new members coming in, please note that application should be received not later than the 15th of January 2022.

See you at the interview table.

Sincerely:

Elfas Mcloud Zadzagomo Shangwa Board Executive Chairperson & Senior Executive Director GPLT

3 Governance skills

| Skill area | Description | Importance of Skill (essential, desirable, able to rely on external advice) | Key Director strengths | | | | | |
|------------------------------|---|--|------------------------|----------|----------|----------|----------|--------------------------|
| | | | Director | Director | Director | Director | Director | Director Janine Allis |
| Strategy | Ability to think strategically and identify and critically assess strategic opportunities and threats and develop effective strategies for the NGO/NPO. | Essential | | | | | | |
| Financial Performance | Qualifications and experience in accounting and/or finance and the ability to: <ul style="list-style-type: none"> • analyse key financial statements • critically assess financial viability and performance • contribute to strategic financial planning • oversee budgets and the efficient use of resources • oversee funding arrangements and accountability | Essential | | | | | | |

| | | | | | | | | |
|---|--|-----------|--|--|--|--|--|---|
| Risk and compliance oversight | Ability to identify key risks in a wide range of areas including on-line and retail industry developments, legal and regulatory compliance, and monitor risk and compliance management frameworks and systems. | Essential | | | | | | |
| Information technology strategy and governance | Knowledge and experience in the strategic use and governance of information management and information technology, including personal information privacy and security risk management. | Desirable | | | | | | At a high level, more so on marketing and branding. |
| Executive management | Experience at an executive level including the ability to: <ul style="list-style-type: none"> • appoint and evaluate the performance of the CEO and senior executive managers; • oversee strategic human resource management including workforce planning. | Essential | | | | | | |
| Board experience | Experience as a Director of a NGO/NPO, preferably of a listed NGO/NPO, and an understanding of: <ul style="list-style-type: none"> • Board Rule requirements • NGO/NPO compliance requirements, including reporting and board member meeting requirements | Essential | | | | | | |
| None profit experience | A broad range of NPO/business experience. | Essential | | | | | | |
| Marketing & fundraising experience | Marketing & Fundraising Experience | Desirable | | | | | | |

4 Industry skills

| Skill area | Importance of Skill (essential, desirable, able to rely on external advice) | Key Director strengths | | | | | |
|---|--|------------------------|----------|----------|----------|----------|----------|
| | | Director | Director | Director | Director | Director | Director |
| Expertise in the areas of the NGO/NPO's businesses | Essential | | | | | | |
| Depth of experience with the NGO/NPO | Essential | | | | | | |
| Experience building large scale in an organisation | Essential | | | | | | |

5 Personal attributes

| Attribute | Description |
|--|--|
| Integrity (ethics) | A commitment to: <ul style="list-style-type: none"> • understanding and fulfilling the duties and responsibilities of a director, and maintaining knowledge in this regard through professional development • putting the NGO/NPO's interests before any personal interests • being transparent and declaring any activities or conduct that might be a potential conflict • maintaining Board confidentiality |
| Influencer and negotiator | The ability to negotiate outcomes and influence others to agree with those outcomes, including an ability to gain broad stakeholder support for the Board's decisions |
| Critical and innovative thinker | The ability to critically analyse complex and detailed information, readily understand key issues, and develop innovative approaches and solutions to problems |
| Leader | Leadership skills including the ability to: <ul style="list-style-type: none"> • appropriately represent the organisation • set appropriate Board and NGO/NPO culture make and take responsibility for decisions and actions • Marketing and Fundraising |

NB: The Executive Chairperson has the personal attributes to effectively undertake usual Chair functions such as: chairing Board meetings; developing a constructive relationship with the CE; successfully managing Board succession planning and Board performance; and representing/being a spokesperson for the NGO/NPO and is now looking for competent board members to support his efforts.

6 Diversity and non-skills based criteria

| Criteria | Description | Assessment of Board |
|--|--|---|
| Gender | Gender representation should be sought for the Board to reflect the NGO/NPO's gender diversity policy. | Board comprises male directors and female directors. |
| Geographic and cultural diversity | Where possible, diversity on the Board should be reflective of the NGO/NPO's geographic and cultural footprint. | All directors must be very skilled All NGOs & NPO business is primarily international focused, this is an appropriate reflection of the NGO/NPO's geographic and cultural footprint. |
| Age | Some age diversity should be sought among directors to bring different generational perspectives to the Board's deliberations. | The age of the Directors range from late thirties to early seventies representing broad generational experience and diversity at Board level. |

6 Diversity and non-skills based criteria

| | | |
|---|--|---|
| <p>Current and incoming board experience</p> | <p>To be a Board you should collectively have demonstrated competence and experience at board level and/or have completed formal training in directorship/governance and Marketing and evidence should be brought forward.</p> <p>Knowlwdge of the GPLT & FPI website content?</p> | <p>The current Board has good board experience but lacks fundraising and policy making skills.</p> <p>Pages.....?</p> |
|---|--|---|

I have read, completed and understood the GPLT & FPI Matrix and commit myself to achieve all the required result stated in this document according to the required timeframe:

Names:..... Country.....

City..... Mobile#.....

E-mail address.....

Signed: Date.....

Please send a completed form accompanied by a cover letter, motivational letter and your CVs to the following E-mail address: board@globalpeaceletstalk.org Cc senior-executive-director@globalpeaceletstalk.org

Kindly note that if accepted as a board member performance reviews shall be conducted every quarter in the year.