**Sample Board Skills Matrix**

***(for customization)***

**Name of Organization:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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| **Board’s Strategic Imperatives**  ***(edit as needed)*** | **Current Need** | **Future Need** | **Current/Ongoing Need** | **Skills Currently Provided by:**  ***(skills not exclusive to directors listed)*** | **Examples of Individuals Who Bring This Skill** |
| Advocacy |  |  |  |  | Legislator; lawyer; public or elected official; marketing, media, or philanthropy expert |
| Construction/Real Estate |  |  |  |  | Architect; engineer; realty executive; developer |
| Governance Effectiveness |  |  |  |  | Lawyer; chief executive or consultant |
| Investment |  |  |  |  | Investment analyst/broker; banker |
| Finance/Accounting/Compliance |  |  |  |  | Finance or accounting officer; controller; banker; lawyer |
| Marketing/ Communications |  |  |  |  | Market research or media executive |
| Healthcare Quality and Safety |  |  |  |  | Physician, nurse, or other healthcare professional; industry expert |
| Social Services/Community Outreach |  |  |  |  | Social service or public health professional; clergy; civic volunteer leader; media executive |
| Revenue Streams |  |  |  |  | Health insurance payer/HMO executive; foundation executive |
| Strategy/Planning |  |  |  |  | Chief executive; planning/policy expert |
| Technology |  |  |  |  | Executive-level specialist from academia, business, healthcare |
| Workforce Development |  |  |  |  | Educator; HR professional; consultant; major employer |
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