|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|   | **Sample Board Skills Matrix Analysis** |   |   |   | **Priority Legend** |
|   | Using this Matrix Analysis tab, a Netball board may be able to identify existing capabilities as well as areas where board development or additional qualifications are needed. It imports data inputted in Tab 1 ("Matrix") and ultimately relates that information to determine recruitment priorities for the board.**Directions:** Rate the level of importance for each skill and experience and demographic area as it pertains to your board. Then, see how that compares to your current board representation. Finally, determine recruitment priorities based on this comparison. Ratings to be used for level of importance and priority are a scale of High (3) to Low/Not Applicable (1). | **High** | **3** |
|   | **Medium** | **2** |
|   | **Low/NA** | **1** |

|  |  |  |  |
| --- | --- | --- | --- |
|   | **Level of Importance** | **Current Board Representation** | **Recruitment Priority** |
| Skills & Experience |
| Belief in/Support of Strategy | 1 | 1 | 1 |
| Board of Director Experience |   |   |   |
| Sport Knowledge HP |   |   |   |
| Marketing and Branding |   |   |   |
| Accounting and Finance |   |   |   |
| Community Sport and Participation |   |   |   |
| Governance |   |   |   |
| Legal |   |   |   |
| Communications and IT |   |   |   |
| Government and Public Sector |   |   |   |
| Corporate and Private Sector |   |   |   |
| Research Techniques and Consumer Insights |   |   |   |
| Commercialisation of Assets and Business Development |   |   |   |
| Human Resources |   |   |   |
| Organisational Management |   |   |   |
| Risk Management |   |   |   |
| Strategic Planning |   |   |   |
| Leadership |   |   |   |
| Mission Specific 1 |   |   |   |
| Mission Specific 2 |   |   |   |

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| --- | --- | --- |
| **Level of Importance** | **Current Board Representation** | **Recruitment Priority** |

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| --- |
| Demographic Background |
| **Gender** |
| Male |   |   |   |
| Female |   |   |   |
| Other |   |   |   |
| **Age** |
| 18-24 |   |   |   |
| 25-40 |   |   |   |
| 41-55 |   |   |   |
| 56-70 |   |   |   |
| Over 70 |   |   |   |
| **Ethnicity** |
| Pacific Islander |   |   |   |
| Asian  |   |   |   |
| White/Caucasian |   |   |   |
| African / Sudanese |   |   |   |
| European |   |   |   |
| Other |   |   |   |
| **Geographical Location**  |
| Metropolitan  |   |   |   |
| Rural  |   |   |   |
| Remote |   |   |   |
| WA |   |   |   |
| SA |   |   |   |
| NT |   |   |   |
| NSW |   |   |   |
| VIC |   |   |   |
| ACT |   |   |   |
| QLD |   |   |   |
| TAS |   |   |   |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Board Skills Matrix** |   |   |   |   |   |   |   |   |   |   |
| This tool is designed to help Netball boards assess the level of experience each director has in various skill areas, as well as the overall composition of the board as it relates to diversity.**Directions:** In the *Skills/Experience Section*, rate each board director using a scale of High (3) to Low/Not Applicable (1) to reflect the level of experience possessed in a particular area. In the *Demographic Background Section*, enter the qualifications as it relates to each director. Once completed, continue to Tab 2 ("Matrix Analysis"). |
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| --- | --- |
|  | **Board of Directors** |
|   | **Name** | **Name** | **Name** | **Name** | **Name** | **Name** | **Name** | **Name** | **Name** | **Name** | **Name** | **Name** |
| Term Expiration Date |
| Enter Month Year |   |   |   |   |   |   |   |   |   |   |   |   |
| Skills & Experience |
| Belief in/Support of Strategy | 3 | 3 | 3 | 3 | 3 | 3 |   |   |   |   |   |   |
| Board of Director Experience |   |   |   |   |   |   |   |   |   |   |   |   |
| Sport Knowledge HP |   |   |   |   |   |   |   |   |   |   |   |   |
| Marketing and Branding |   |   |   |   |   |   |   |   |   |   |   |   |
| Accounting and Finance |   |   |   |   |   |   |   |   |   |   |   |   |
| Community Sport and Participation |   |   |   |   |   |   |   |   |   |   |   |   |
| Governance |   |   |   |   |   |   |   |   |   |   |   |   |
| Legal |   |   |   |   |   |   |   |   |   |   |   |   |
| Communications and IT |   |   |   |   |   |   |   |   |   |   |   |   |
| Government and Public Sector |   |   |   |   |   |   |   |   |   |   |   |   |
| Corporate and Private Sector |   |   |   |   |   |   |   |   |   |   |   |   |
| Research Techniques and Consumer Insights |   |   |   |   |   |   |   |   |   |   |   |   |
| Commercialisation of Assets and Business Development |   |   |   |   |   |   |   |   |   |   |   |   |
| Human Resources |   |   |   |   |   |   |   |   |   |   |   |   |
| Organisational Management |   |   |   |   |   |   |   |   |   |   |   |   |
| Risk Management |   |   |   |   |   |   |   |   |   |   |   |   |
| Strategic Planning |   |   |   |   |   |   |   |   |   |   |   |   |
| Leadership |   |   |   |   |   |   |   |   |   |   |   |   |
| Mission Specific 1 |   |   |   |   |   |   |   |   |   |   |   |   |
| Mission Specific 2 |   |   |   |   |   |   |   |   |   |   |   |   |

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| --- |
| Demographic Background |
| **Gender** |
| Male |   |   |   |   |   |   |   |   |   |   |   |   |
| Female |   |   |   |   |   |   |   |   |   |   |   |   |
| Other |   |   |   |   |   |   |   |   |   |   |   |   |
| **Age** |
| 18-24 |   |   |   |   |   |   |   |   |   |   |   |   |
| 25-40 |   |   |   |   |   |   |   |   |   |   |   |   |
| 41-55 |   |   |   |   |   |   |   |   |   |   |   |   |
| 56-70 |   |   |   |   |   |   |   |   |   |   |   |   |
| Over 70 |   |   |   |   |   |   |   |   |   |   |   |   |
| **Ethnicity** |
| Aboriginal or Torres Strait Islander  |   |   |   |   |   |   |   |   |   |   |   |   |
| Pacific Islander |   |   |   |   |   |   |   |   |   |   |   |   |
| Asian  |   |   |   |   |   |   |   |   |   |   |   |   |
| White/Caucasian |   |   |   |   |   |   |   |   |   |   |   |   |
| African / Sudanese |   |   |   |   |   |   |   |   |   |   |   |   |
| European |   |   |   |   |   |   |   |   |   |   |   |   |
| Other |   |   |   |   |   |   |   |   |   |   |   |   |
| **Geographical Location**  |
| Metropolitan  |   |   |   |   |   |   |   |   |   |   |   |   |
| Rural  |   |   |   |   |   |   |   |   |   |   |   |   |
| Remote |   |   |   |   |   |   |   |   |   |   |   |   |
| WA |   |   |   |   |   |   |   |   |   |   |   |   |
| SA |   |   |   |   |   |   |   |   |   |   |   |   |
| NT |   |   |   |   |   |   |   |   |   |   |   |   |
| NSW |   |   |   |   |   |   |   |   |   |   |   |   |
| VIC |   |   |   |   |   |   |   |   |   |   |   |   |
| ACT |   |   |   |   |   |   |   |   |   |   |   |   |
| QLD |   |   |   |   |   |   |   |   |   |   |   |   |
| TAS |   |   |   |   |   |   |   |   |   |   |   |   |

Adapted from the Sport Australia, Sport Governance

Standards <https://www.sportaus.gov.au/governance/standards>. The SGS have been co-designed with the Australian sport sector, with an increased focus on accountability and transparency, and with the main aim being continuous governance improvement in all sporting organisations.