LM25 Leadership Relations Code Set

The practices governing the management and operation of the leadership team. Activities encompass organization and roles, procedures and process, and legal standards.

LM25.10 Organization and Roles

Establishment of the organizational structure, selection and appointment of individuals to hold positions, establishment of performance standards, and development of succession plans for leadership positions within the organization.

LM25.10.10 Structure

Development and maintenance of senior leadership organizational structure and positions. These activities include determination of the size, term and makeup of management committees and subcommittees as well as establishment and modifications to the C-Suite positions for the organization.

LM25.10.15 Selection and Appointment

Selection and appointment of individuals to serve in senior leadership positions. These activities include establishment and maintenance of the selection process, required competencies and the associated due diligence.

LM25.10.20 Performance and Remuneration

Establishment of performance standards and compensation programs for senior leadership positions. These activities include communication of performance standards and periodic assessments.

LM25.10.25 Succession

Development and execution of succession plans for senior leadership positions. These activities periodic review and refinement of succession plans.

LM25.15 Procedures and Process

Establishment and maintenance of the procedures and processes governing the operation of the organizations senior leadership team.

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LM25.15.10 Meetings

Establishment of schedule for regular meetings including development and communication of agendas and production and distribution of meeting minutes.

LM25.15.15 Deliberations

Identification of the parameters requiring and controlling the limits of deliberation periods.

LM25.15.20 Decision Making

Establishing parameters of the decision-making process. Includes defining the appropriate role of external advisers to the process.

LM25.20 Legal Standards

Researching, adopting and assuring adherence to legal standards that apply to the organizations leadership team.

LM25.20.10 Research

Researching and analyzing legal standards that may apply to the organizations leadership team.

LM25.20.15 Adoption

Establishing and adopting legal standards that apply to the organizations leadership team.

LM25.20.20 Compliance

Communicating and monitoring compliance with established legal standards of the organizations leadership team.

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