



★ R•TUCKER•THOMPSON ★

### R. Tucker Thompson - Board Skills Matrix

**Governance, Compliance and Accountability:** Board and Senior Executive recruitment, succession planning and an understanding of good corporate governance and compliance.

**Managing Vision, Strategy and Performance Management:** Managing the organisations existing strategy, assessing what the organisation will look like and be working on in future years and monitoring progress towards that envisioned future. Innovation and change management

**Marketing and Sponsorship:** Promoting products and services, advertising, market research, realising sponsorship opportunities

**Public Relations and Organisational Positioning:** Stakeholder engagement, communications strategies, knowledge of the media, key messages

**Decision Making and Judgement:** Analysing decision quality, awareness of individual group biases, common errors in thinking, ensuring sufficient analysis, gathering historical data and using external consultants where necessary

**Business Acumen:** Understanding how business works, knowledge of the company, having a knowledge of current and possible future policies, trends and practices and understanding how strategies and tactics work in the marketplace

**Finance, Resource Management and Budgeting:** Knowledge of financial regulations and requirements, understanding of management accounts, financial statements, cash-flow and budgeting

**Collegiality:** Cooperative interaction between colleagues and board members, building relationships, collaborative working, influencing and engagement

**Maritime Law and Administration:** Knowledge of the maritime industry including key laws, risk and opportunities. An excellent knowledge of survey requirements, tall ship vessel management and marine risk.

**Equality and Diversity:** Experience of giving consideration in thinking and decision making to equality, cultural diversity and disability.

**Risk Management:** An understanding of Risk Management Frameworks to allow the risk appetite to be set, risks to be identified and appropriately mitigated against

**Performance Management:** Empowering the executive, assessing operational plans, analysing outcomes, reviewing feedback

**Passion:** A passion for youth development and a strong interest in the tall ship sailing experience.