

PRIME Assessment Scorecard

Private equity experience

Assessment focus: Depth of experience operating within PE ownership models, sponsor dynamics and pace of decision-making.

Indicative interview probes:

- How does your role as Chair differ in PE-backed vs non-PE environments?
- How do you typically engage with deal partners and operating partners?
- Describe a situation where sponsor expectations and management realities diverged.

Evidence indicators:

- Fluency with PE governance, cadence, and accountability
- Credibility with sponsors without loss of independence
- Comfort operating at pace and under pressure

Returns & growth delivery

Assessment focus: Track record of driving value creation through organic growth, M&A and successful exits.

Indicative interview probes:

- Which value-creation levers have you personally driven as Chair?
- What role did you play in shaping the exit equity story?
- How do you decide when not to pursue growth initiatives?

Evidence indicators:

- Hands-on involvement beyond governance oversight
- Disciplined capital allocation mindset
- Clear linkage between strategy, execution, and exit outcomes

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Industry & market expertise

Assessment focus: Depth of sector insight, understanding of value pools and competitive dynamics.

Indicative interview probes:

- Where is value being created and eroded in this sector today?
- How do management teams typically misjudge competitive advantage?
- How would you challenge assumptions around pricing power or TAM?

Evidence indicators:

- Pattern recognition across cycles and assets
- Commercial and strategic acuity
- Willingness to challenge management narratives

Management partnership (EQ)

Assessment focus: Emotional intelligence and judgement in supporting, challenging and developing CEOs and executive teams.

Indicative interview probes:

- How do you build trust quickly with a new CEO?
- When have you had to challenge a CEO decisively?
- What early signals tell you leadership performance is drifting?

Evidence indicators:

- Balanced authority and empathy
- Strong judgement on people, succession, and performance
- Ability to intervene constructively at inflection points

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Effective board leadership

Assessment focus: Ability to run a high-performing board with clear strategic focus and pragmatic governance.

Indicative interview probes:

- How do you design a board agenda across the investment cycle?
- What distinguishes a value-adding board from a passive one?
- How do you deal with underperforming board members?

Evidence indicators:

- Agenda discipline and decision clarity
 - Governance that enables pace, not bureaucracy
 - Ability to elevate board contribution
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Key Strengths

- APE ownership fluency
- Growth and exit leadership
- Sector insight
- CEO partnership
- Board effectiveness
- Key risks / gaps

Chair readiness verdict

- Immediate / low-risk appointment
- Strong candidate with minor gaps
- Situational / deal-dependent
- Not suitable for PE Chair role

 Total Score / 25

 Notes:

Contact us



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