



November 27, 2017

Re: Letter of Reference for Mr. Michael Iannini

To Whom It May Concern:

香港北角寶馬山校園徑一號
1 Hau Yuen Path
Braemar Hill, Hong Kong
Telephone: (852) 2510 7288
Facsimile: (852) 2510 7488
<http://www.cis.edu.hk>

The Board of Governors for the Chinese International School of Hong Kong retained Mr. Michael Iannini to provide a baseline performance assessment and recommendations on best practices to improve the performance of the Board. Secondary objectives for this Board Health Check were to: 1) Assess board member perception regarding performance and intra-board relationships; and 2) Audit board documentation to identify gaps and/or opportunities for clarifying governing processes and policies.

The Board Health Check included three stages of engagement that culminated in the successful delivery of these three deliverables:

- 1) Governance Documentation Recommendations;
- 2) A comprehensive report including the analyses of 13 key Board Performance Indicators that affect performance; and
- 3) 3-hour facilitated session to review the findings and enable discussion to identify next steps.

Michael's work with our Board has empowered us to take positive, purposeful actions in the areas that are likely to generate the greatest return on investment in terms of improving Board performance. I would also like to commend Michael on being very accommodating and flexible throughout this process.

Please feel free to contact me if you would like further details.

Yours Sincerely,

Andrew Brandler
Chairman