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.
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.