

**CONFIDENTIAL**

**COMMITTEE SELF-EVALUATION**

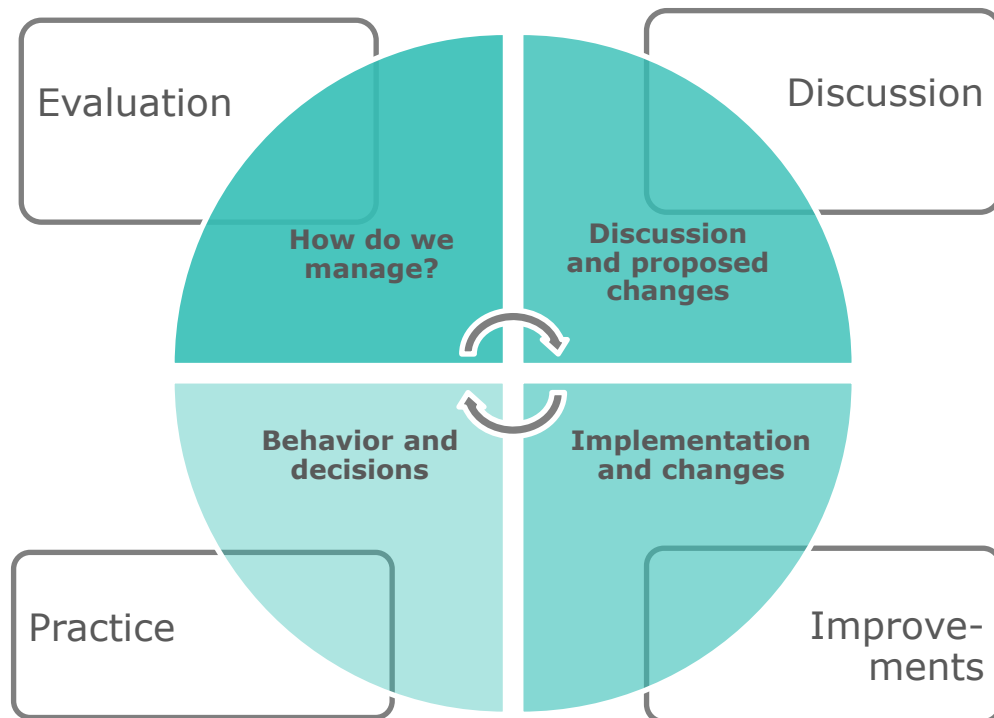
# **AAC ExCom**

**OCTOBER 2023**



# Background

This is the result of your ExCom self-evaluation. The evaluation can be used as a starting point for a general discussion of how the role of the ExCom is fulfilled and how it can become even more value-creating.

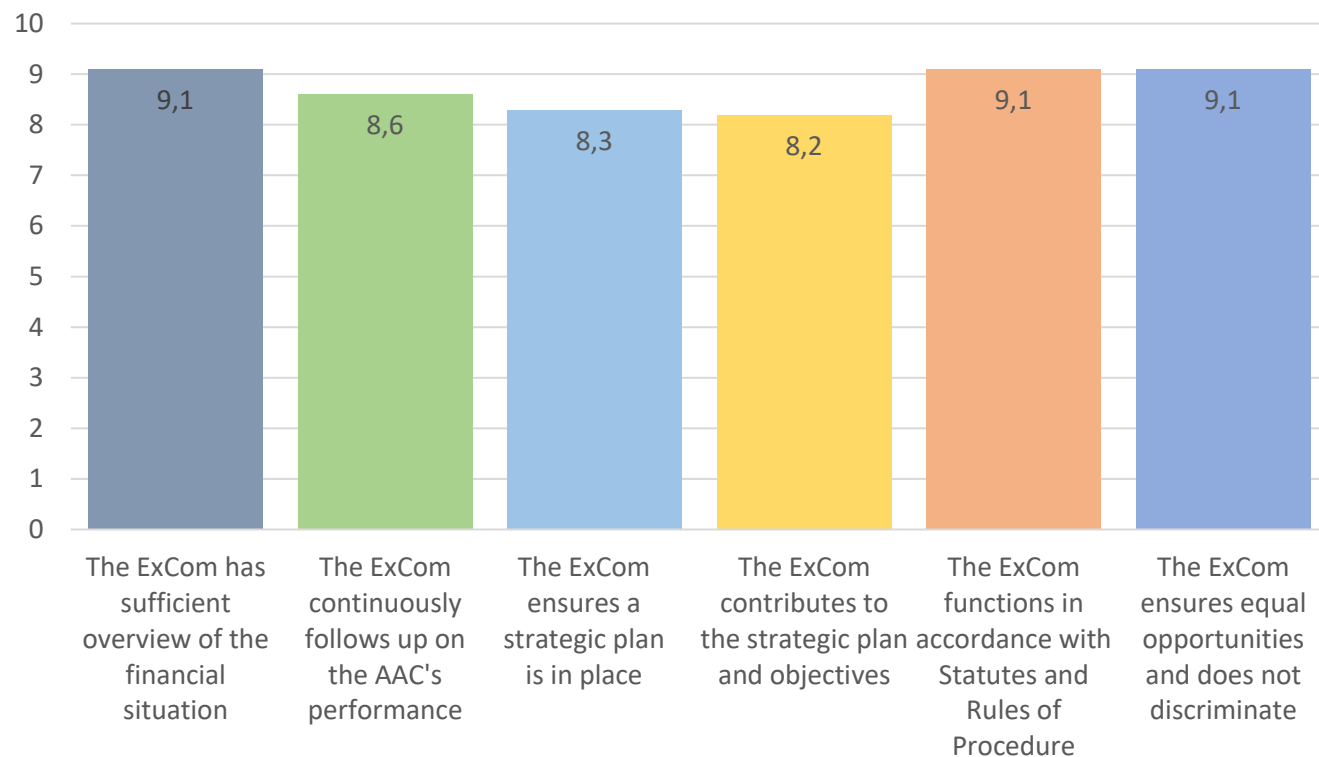


- You can use the report as a tool to discuss possible improvements in the ExCom's work and general value creation.
- Implement the improvements in practice and evaluate the effects after an appropriate period. For example, one year.
- The subsequent evaluation will show how the ExCom has improved its performance
- Regular self-evaluations can help the ExCom improve in a structured way. With full control over the process.

# 1. Participants in the ExCom Evaluation

- |   |  |    |                               |    |  |    |  |
|---|--|----|-------------------------------|----|--|----|--|
| 1 | Brian Thomsen<br>AAC Chair   | 6  | Marco Gilmozzi<br>FEAP        | 11 | Ole Christensen<br>FEFAC   | 16 | Anne-Laure Prego-Cauchet<br>CNC            |
| 2 | Paul Denekamp<br>AAC 1st Vice-Chair<br>Stichting Vissenbescherming | 7  | Pier Antonio Salvador<br>COPA | 12 | Bruno Guillaumie<br>EMPA   | 17 | Phil Brooke<br>Compassion in World Farming |
| 3 | Philippe Le Gal<br>AAC 2nd Vice-Chair                              | 8  | Bernhard Feneis<br>COGECA     | 13 | Giusepe Prioli<br>Associazione Mediterranea<br>Acquacoltori              | 18 | Douglas Waley<br>Eurogroup for Animals     |
| 4 | Addy Risseuw<br>Treasurer  | 9  | Ma Luisa Alvarez<br>FEDEPESCA | 14 | Angeles Longa Portabales<br>Consello Regulador do Mexillón de<br>Galicia |    |  |
| 5 | Ola Öberg<br>Recirkfisk  | 10 | Wouter van Zandbrink<br>CEP   | 15 | Teresa Morrissey<br>IFA  |    |  |

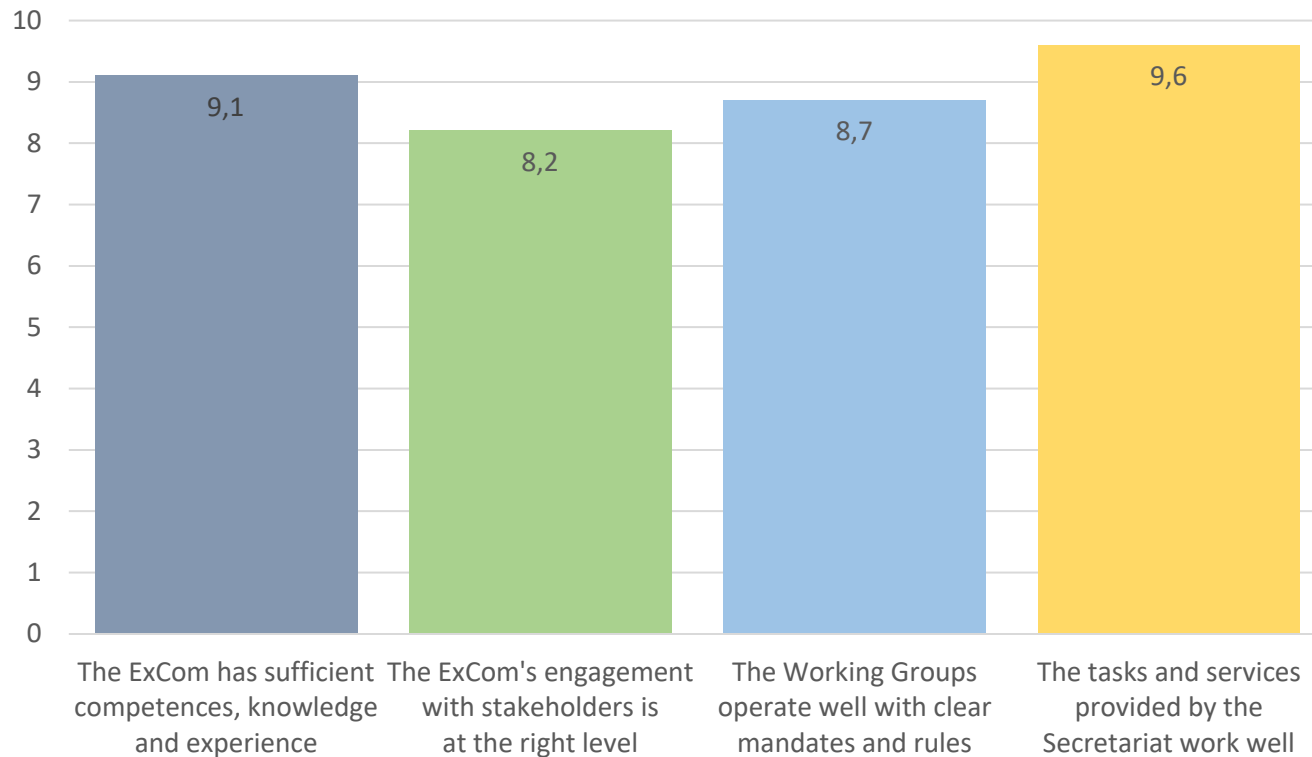
## 2. Responsibility, Performance and Strategy



### Comments to Responsibility, Performance and Strategy

- The perception in the ExCom is that the insight in AAC's finances and controls is at a very good level
- The ExCom assesses that it to a great extent continuously follows up on AAC's performance
- The ExCom assesses that it ensures a strategic plan is in place to support the AAC in achieving its overall goals
- The ExCom assesses that it contributes sufficiently to the strategic plan and follows up on the strategic objectives
- The perception in the ExCom is that it to a great extent functions in accordance with the present Statutes and the Rules of Procedure
- The ExCom assesses that it to a great extent ensures equal opportunities and does not discriminate on the grounds of race, gender or disability

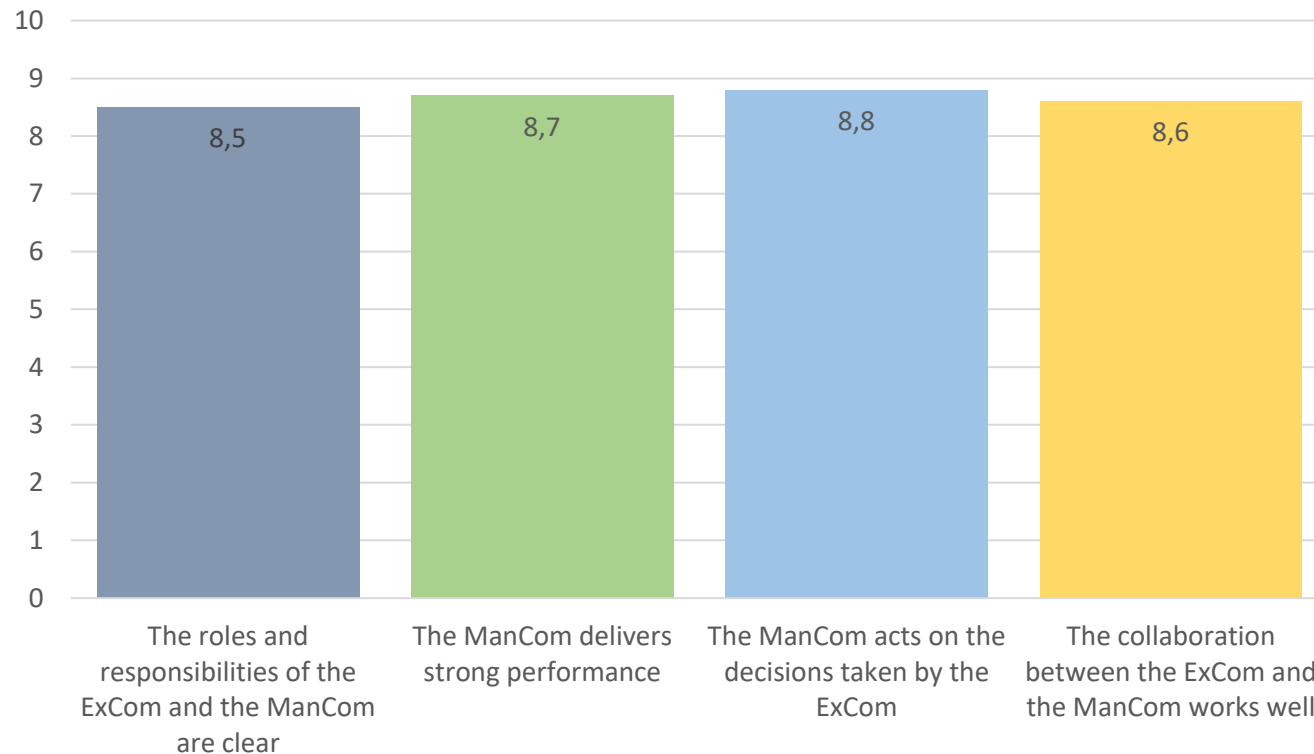
# 3. Competences and Organization of the ExCom's Work



## Comments to Competences and Organization

- The ExCom assesses that it to a great extent has sufficient competences, knowledge and experience to fulfil its responsibilities
- The perception is that the ExCom's engagement and dialogues with relevant stakeholders is at the right level
- It is the perception in the ExCom, that the Working Groups operates very well with clear mandates and rules
- The ExCom assesses that the tasks taken care of, and the services provided by the Secretariat work very well

# 4.1. The Management Committee's (ManCom) Performance and Collaboration with ExCom



## Comments to the ManCom's performance and collaboration with the ExCom

- The ExCom's perception is that the roles and responsibilities of the ExCom members as well as the ManCom are sufficiently clear
- The ExCom assesses that the ManCom delivers strong performance
- The ExCom's perception is that the ManCom to a high extent acts on the decisions taken by the ExCom
- The ExCom's perception is that the collaboration between the ExCom and the ManCom works very well

## 4.2. The ManCom's Performance and Collaboration with the ExCom

### The ExCom members' comments

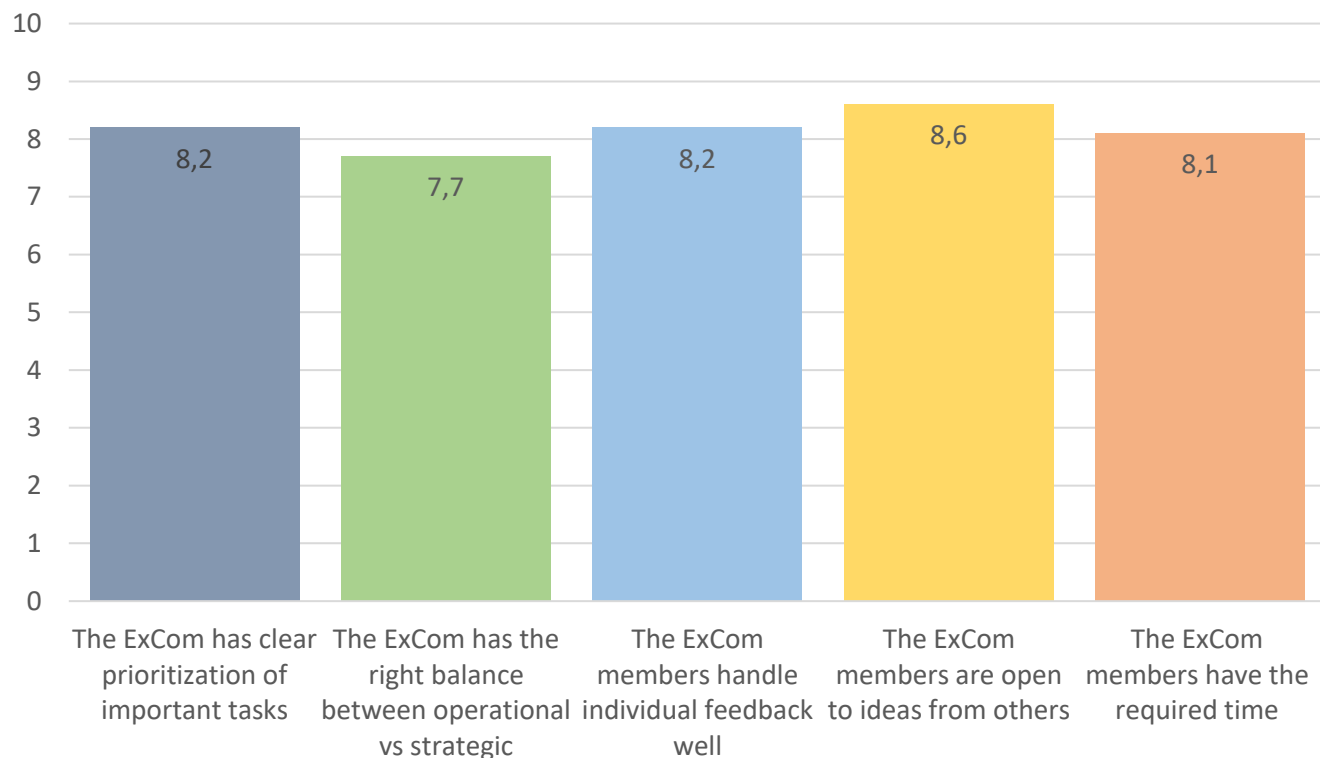
1

*"We are not very aware of what is done in ManCom so it's difficult to answer properly."*

2

*"The ManCom is not defined in the Statutes nor in the Rules of Procedure of the AAC. There is an informal agreement on what the ManCom is and its responsibilities, but nothing is written in a formal way. However, the collaboration is good."*

# 5. Roles, Responsibility and Collaboration



## Comments to Roles, Responsibility and Collaboration

- The ExCom’s perception is that it has a clear prioritization of the committee’s most important tasks
- The ExCom’s perception is that strikes the right balance between acting at the strategic versus the operational level
- The ExCom’s perception is that the ExCom members handle individual feedback in a good way
- The ExCom’s perception is that the ExCom members are open to ideas from others
- The ExCom’s perception is that all ExCom members in general have the required time to perform their committee membership duties



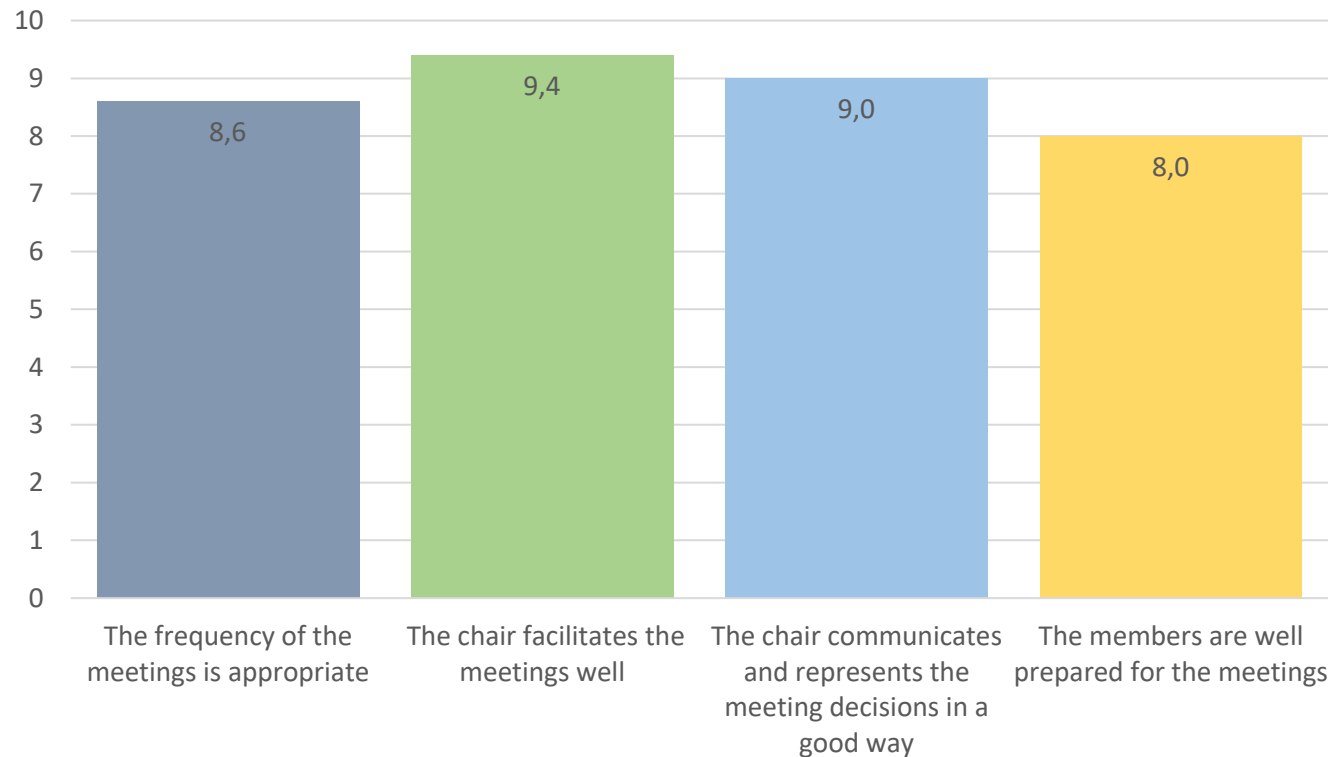
## 6.1. ExCom Meetings (1/2)



### Comments to ExCom Meetings

- The ExCom members' perception of the ExCom meetings is in general positive
- The ExCom assesses that the meetings are very efficient
- The ExCom assesses that the meeting agendas to a high extent include the relevant items
- The ExCom's perception is that it makes very good use of the members' competences and knowledge
- The ExCom assesses that the meetings have an appropriate length

## 6.2. ExCom Meetings (2/2)

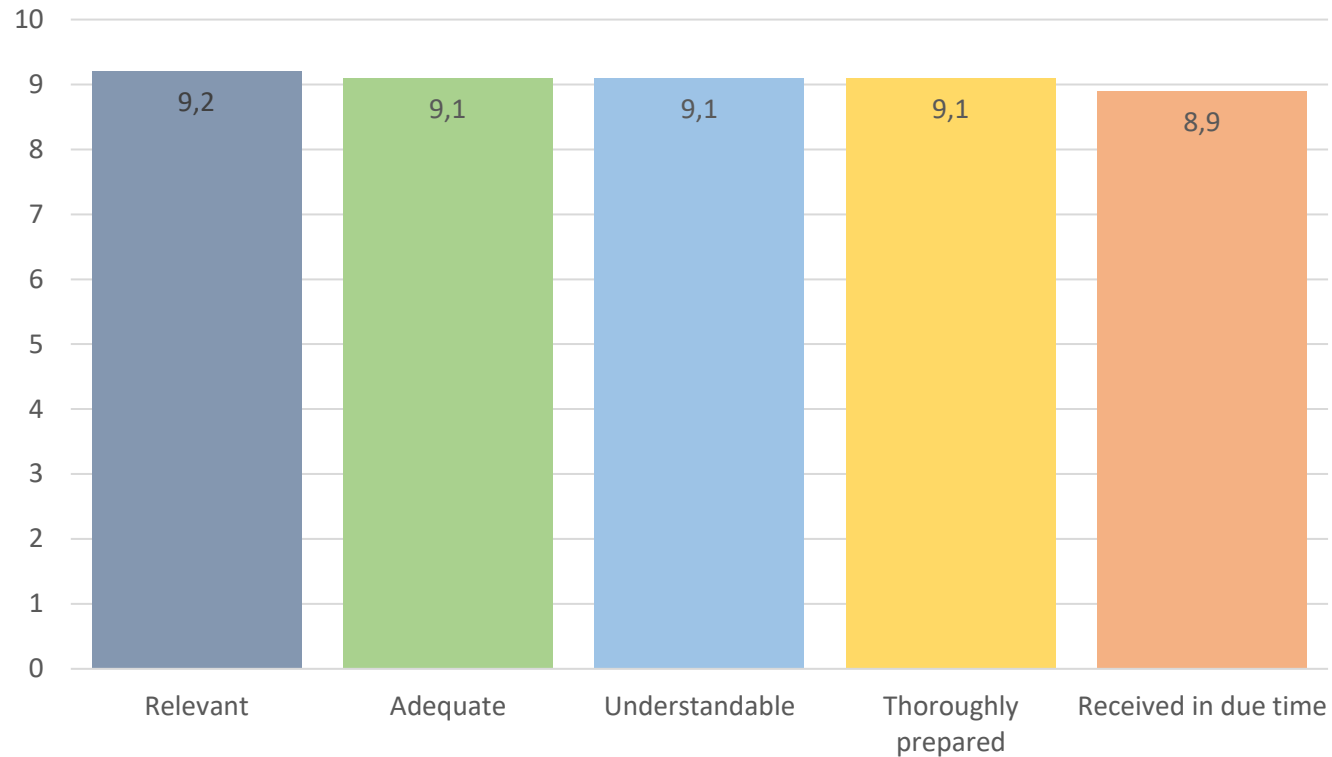


### Comments to ExCom Meetings

- The ExCom assesses that the frequency of the meetings is very good
- The ExCom's perception is that the chair facilitates the meetings very well
- The ExCom's perception is that the chair communicates and represents the meeting decisions in a very good way
- The ExCom's perception is that the members are well prepared for the meetings

# 7. ExCom Information

The ExCom information is considered...

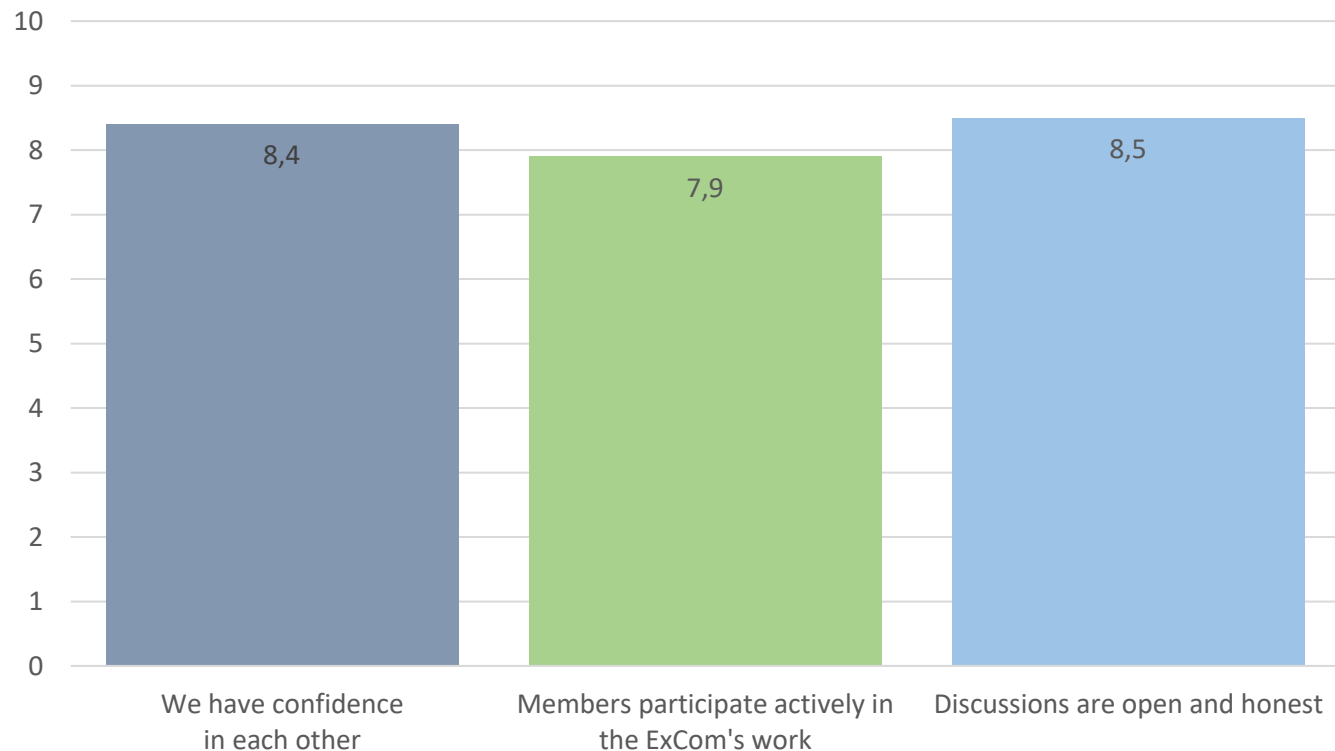


## Comments to ExCom Information

- The ExCom's assessment of the information the committee receives is very positive
- The ExCom assesses that the information is extremely relevant
- The ExCom assesses that the information received is adequate
- The ExCom assesses that the information is very clear
- The ExCom's perception is that the information received appears very thoroughly prepared
- The ExCom's perception is that the information always is received in due time prior to the meetings

## 8.1. ExCom Collaboration (1/2)

The work climate indicates that...

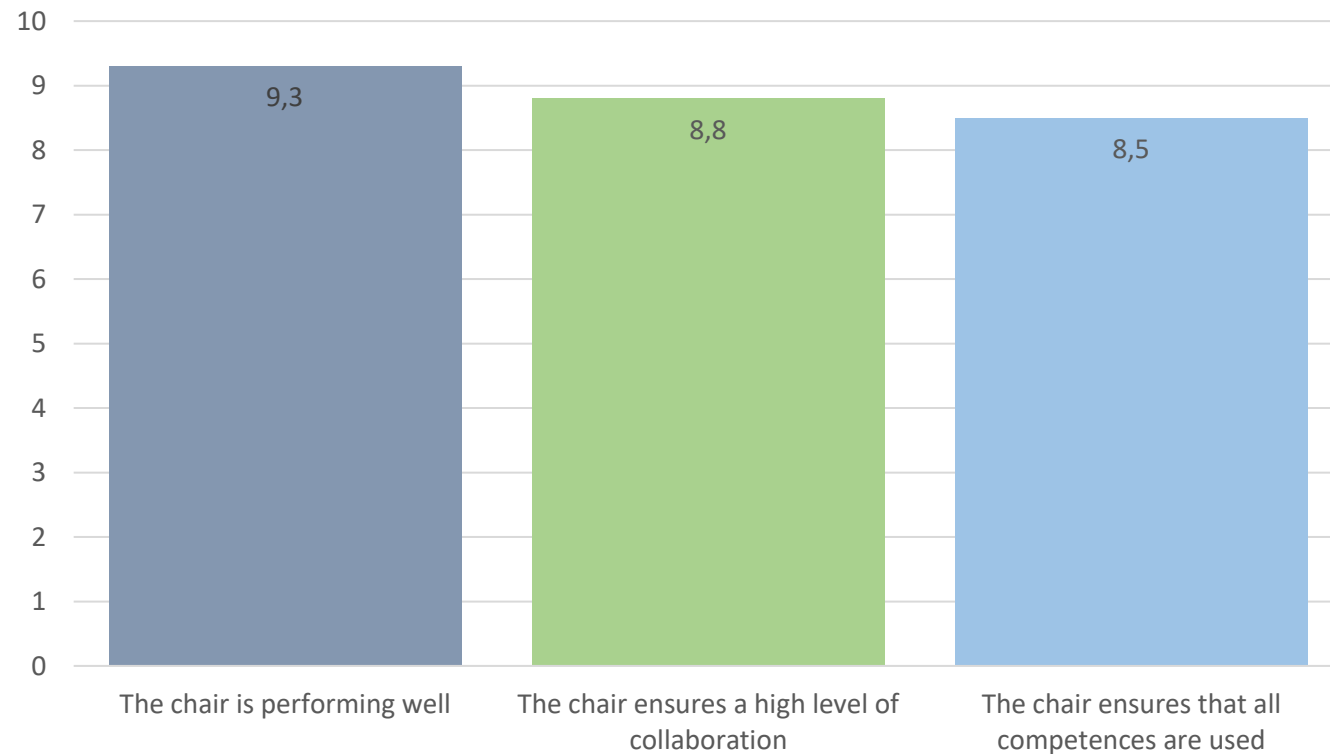


### Comments to ExCom Collaboration

- The ExCom is generally positive in its assessment of the collaboration in the ExCom. What is it that works so well? And are there things the ExCom can do even better?
- The ExCom assesses that the members have a high level of confidence in each other
- The ExCom's perception is that the members participate actively in the ExCom's work
- The ExCom members find that discussions are very open and honest

## 8.2. ExCom Collaboration

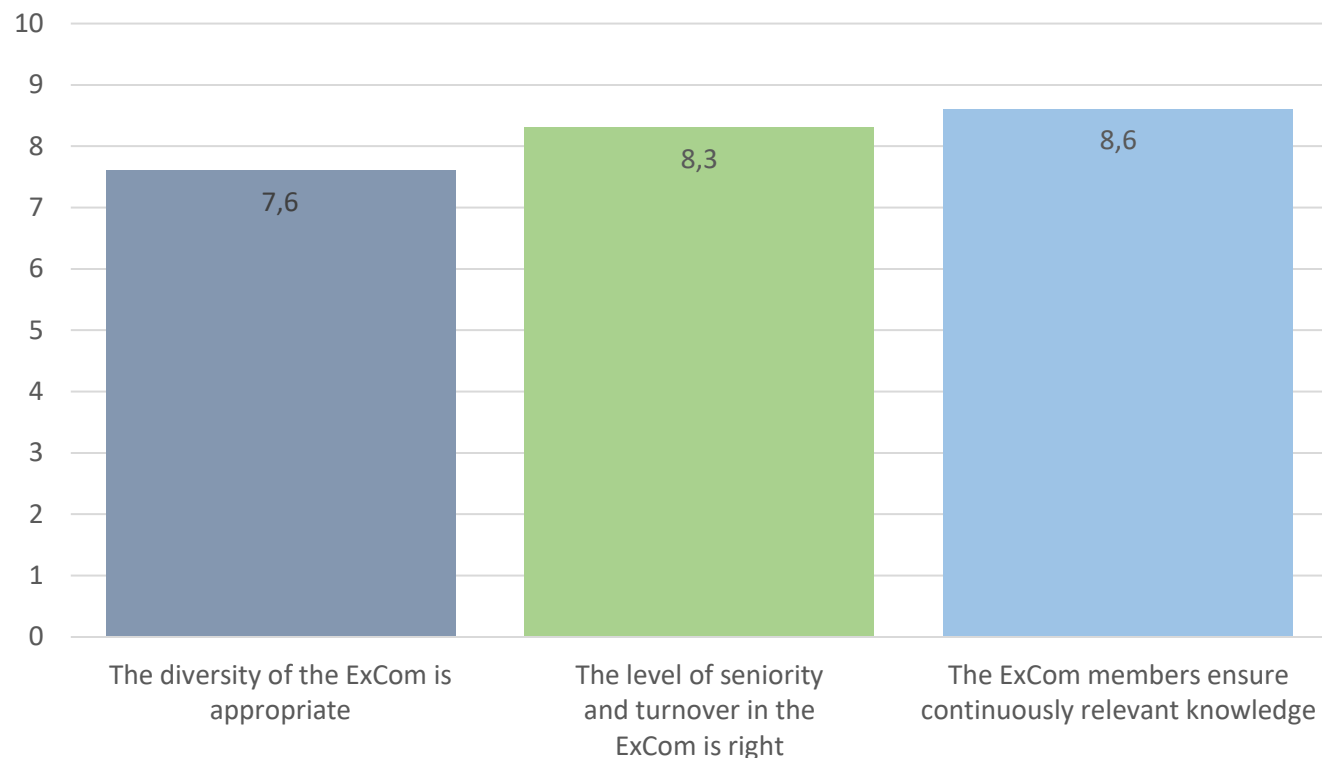
### Chair's performance



### Comments to Chair's Performance

- The ExCom member's perception is that the chair is doing a really good job leading the ExCom
- The ExCom's perception is that the chair does a very good job ensuring a high level of collaboration in the committee
- The ExCom's perception is that the chair does a very good job ensuring that all members' competences get used

# 9.1. The ExCom Team



## Comments to the ExCom Team

- The ExCom assesses that the level of diversity in the committee only to some extent is appropriate. Is this good enough?
- The ExCom finds that the level of seniority and turnover in the committee is at the right level
- The ExCom assesses that all committee members continuously update and supplement their knowledge about relevant matters for the AAC

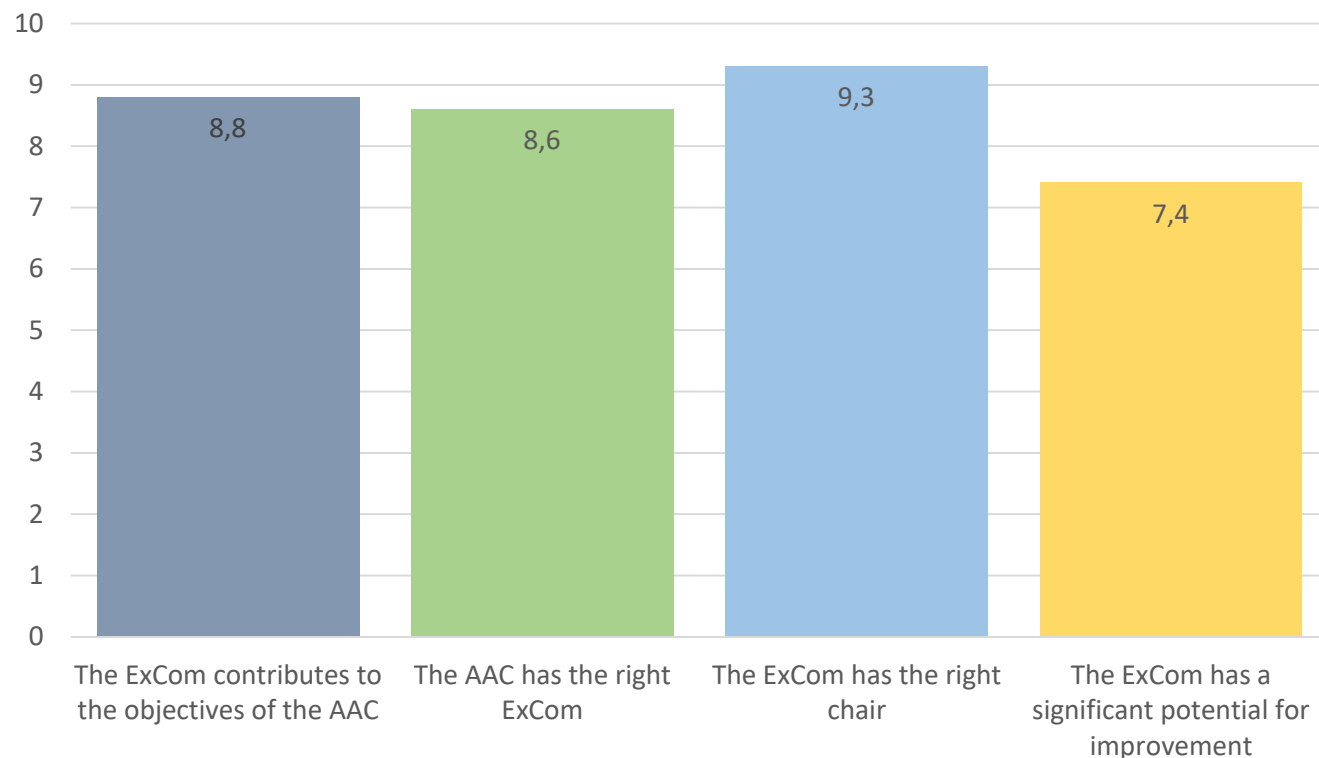
## 9.2. The ExCom Team

### ExCom members' comments

1

*"There are empty seats in the ExCom because of the 60% 40% obligation. If one of the stakeholder categories does not cover all the assigned seats these should be made available to the other stakeholder group. At least as those are covered by the original stakeholder group. This would assure maximum contributions and views in the meetings."*

# 10. Conclusion



## Comments to Conclusion

- The ExCom finds that it to a very high extent contributes to the objectives of the AAC
- The ExCom's perception is that the AAC has the right ExCom
- The ExCom assesses that the current chair is the right chair for the committee
- The ExCom finds that it has a relatively significant potential for improvement. In which areas can the ExCom's performance be improved?



# 11. Suggestions from the ExCom members

Please specify competences, if any, you believe the ExCom needs to further improve its performance

1

*"The link with dG's working program and their political update according to some situations could be more strong."*

2

*"For shellfish we rely a lot on Bruno because his knowledge and time he can spend. How do we make sure that stays when Bruno leaves for retirement."*

3

*"Invitation of RELEVANT and good prepared Persons in short lead time from DGs can be better. but this is a problem of the DGs and neither the Excom nor the office."*

4

*"Increased helicopter perspective to optimize use of recourses. So improved competence in practical philosophy."*

## 12. Suggestions from the ExCom members

Are there specific initiatives that you think the AAC should prioritize in the coming period?

1

*"Attracting NGO members."*

2

*"To follow the next Parliament elections and future new Commission composition, as well as the various roadmaps that could be in link with aquaculture and it's sustainable development, to release recommendations for those Commission's roadmaps."*

3

*"we could need a graph of the Structure who is in contact with whom and who are the relevant persons we are in contact. every now and then we have new members they should be updated. and with this table we could better reflect whom we need instead of the ones we always see and donot bring us a single step forward."*

4

*"Integration of aquaculture production in the overall food system. Where in the food system will EU aquaculture best perform and produce affordable food to EU citizen."*

# 13. Suggestions from the ExCom members

Please specify the most important initiatives that could improve the ExCom's performance

1

*"More (short) online meetings, until now I have the impression it is defined between the chair, maybe vicechair, and the excom gets the result. This means more work of members, from excom members, but work is the reason why it exists."*

2

*"Participance in the inofficial dinners/meetings with all AAC"*

**Your ExCom self-evaluation  
was provided by Boardmeter**

