



# GOVERNANCE

Governance standards change over time as the needs of the organisation and community and regulator expectations also change. Regular review is required to ensure governance performance is delivering value to the organisation.

## OBJECTIVES

- Improve the effectiveness of Board meetings and the governance process
- Assess whether the Board is meeting its governance responsibilities
- Strengthen relationships between Board Members
- Identify areas for improvement within the Board and Executive

## OUR SERVICES

Board Business provides a wide range of governance services designed to assist organisation review and improve their governance practices, capability and performance.

Typical assignments include:

- Development of Governance Charters tailored to the needs of the Board and Executive;
- Conduct of broad Governance Review;
- Provision of governance training;
- Coaching of Chairmen, Directors and CEO's in the effective delivery of their roles;
- Provision of governance related advice; and
- Conduct of Board Performance Reviews.

## OUR PHILOSOPHY

- Governance Performance should be structured to deliver value
- Good governance requires effective policies, procedures and structures, but more importantly the right people who are skilled and emotionally intelligent to govern on behalf of others
- We review governance in terms of Effective, Efficient and Ethical Performance

## BOARD PERFORMANCE REVIEWS

Regular review of Board performance is now a governance standard. Our Performance Reviews are focused on the principles of constructive feedback and accelerating performance and are designed to:

- Improve the effectiveness of Board meetings and the governance process
- Assess whether the Board is meeting its governance responsibilities
- Strengthen relationships between Board Members
- Identify areas for improvement within the Board and Executive

There are a variety of delivery options when considering Board Performance Reviews. Options to consider include:

- Desktop review of governance documents
- Information gathering through interviews with Board and Executive
- Information gathering through questionnaire responses
- Benchmarking of performance against contemporary standards
- Observation of board in action
- 360 degree performance feedback

The choice of delivery approach will depend on the Board's previous experience of performance reviews, the desired depth of engagement, the specific performance areas and issues that the Board believes it needs to assess.

Board Business will work with clients to develop the format and delivery approach which best delivers the objectives of the Performance Review requirements.