



High
Performing
Boards

Unlocking the potential of your board

Board Effectiveness Proposition

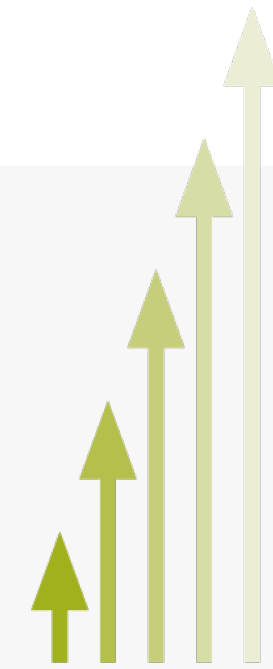
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Board Effectiveness

The 5 fundamentals



Board Composition

Board Dynamics

Board Leadership

Board Information

Board Processes

Executive Summary

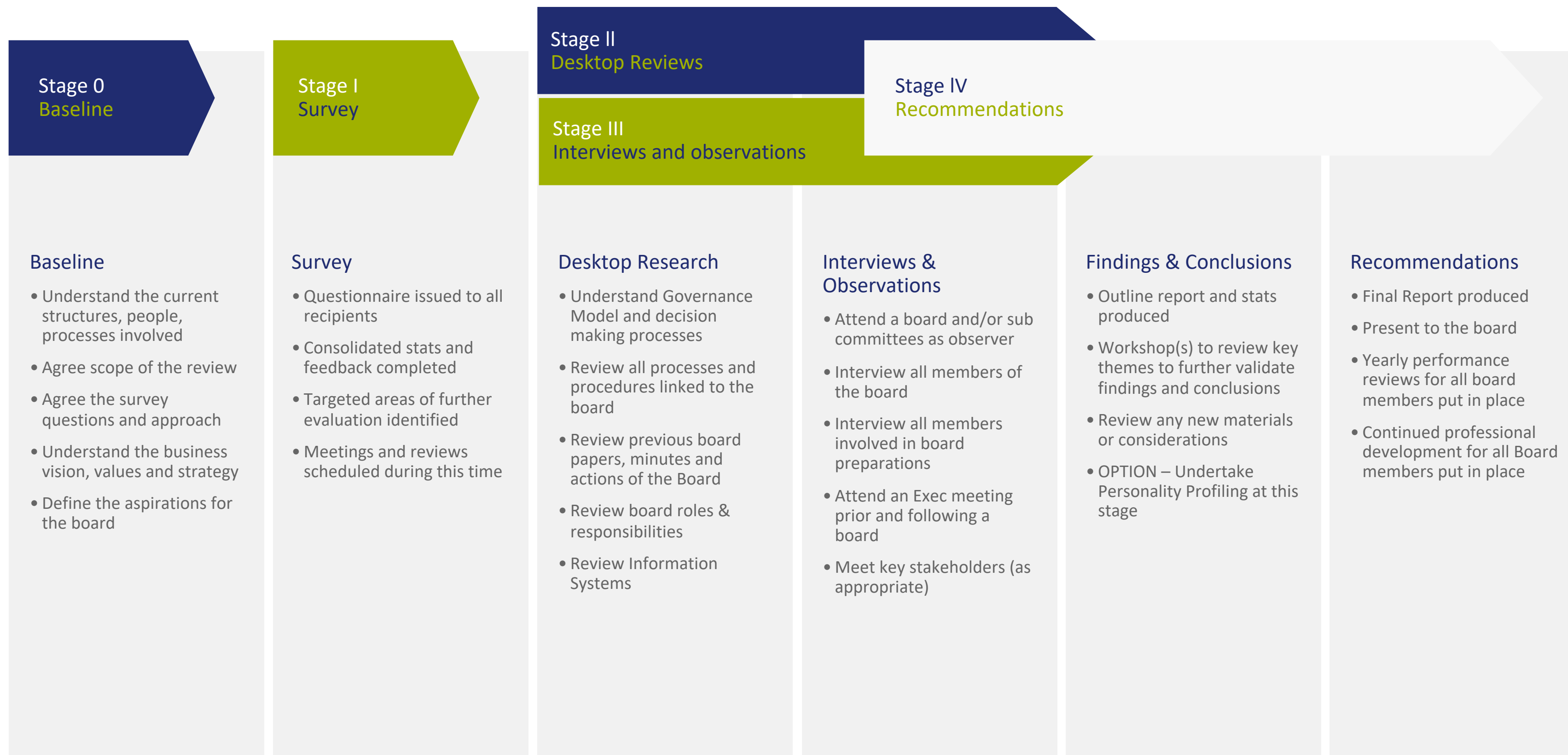
- Board evaluation is seen by regulators, shareholders and independent directors to be a critical element of global best practices in corporate governance
- Every board has untapped potential and by ensuring we maximise the 5 fundamentals we can build better boards, meaning better choices and so resulting in better decisions resulting in better outcomes
- Creating and protecting business value
- Recommend conducting an annual assessment of the board's performance as a "best practice" in governance. Conducting an annual board assessment is one of the guidelines in the modern UK Combined Code
- OECD Corporate Governance Guidelines noted that regular evaluation of the board's performance was one of the board's key responsibilities
- A recent Harvard Business Review, which quotes a study by Lodestone (*2020 private company board composition survey*) states that 91% of those surveyed identified an increase in EBITDA and revenues after they introduced their new board structures

Your Requirements

A summary of:

- Your challenges and consequences of not dealing with them
- Your objectives (specified outcomes) and ambitions
- Agreed targets
- Return on investment
- Timescale

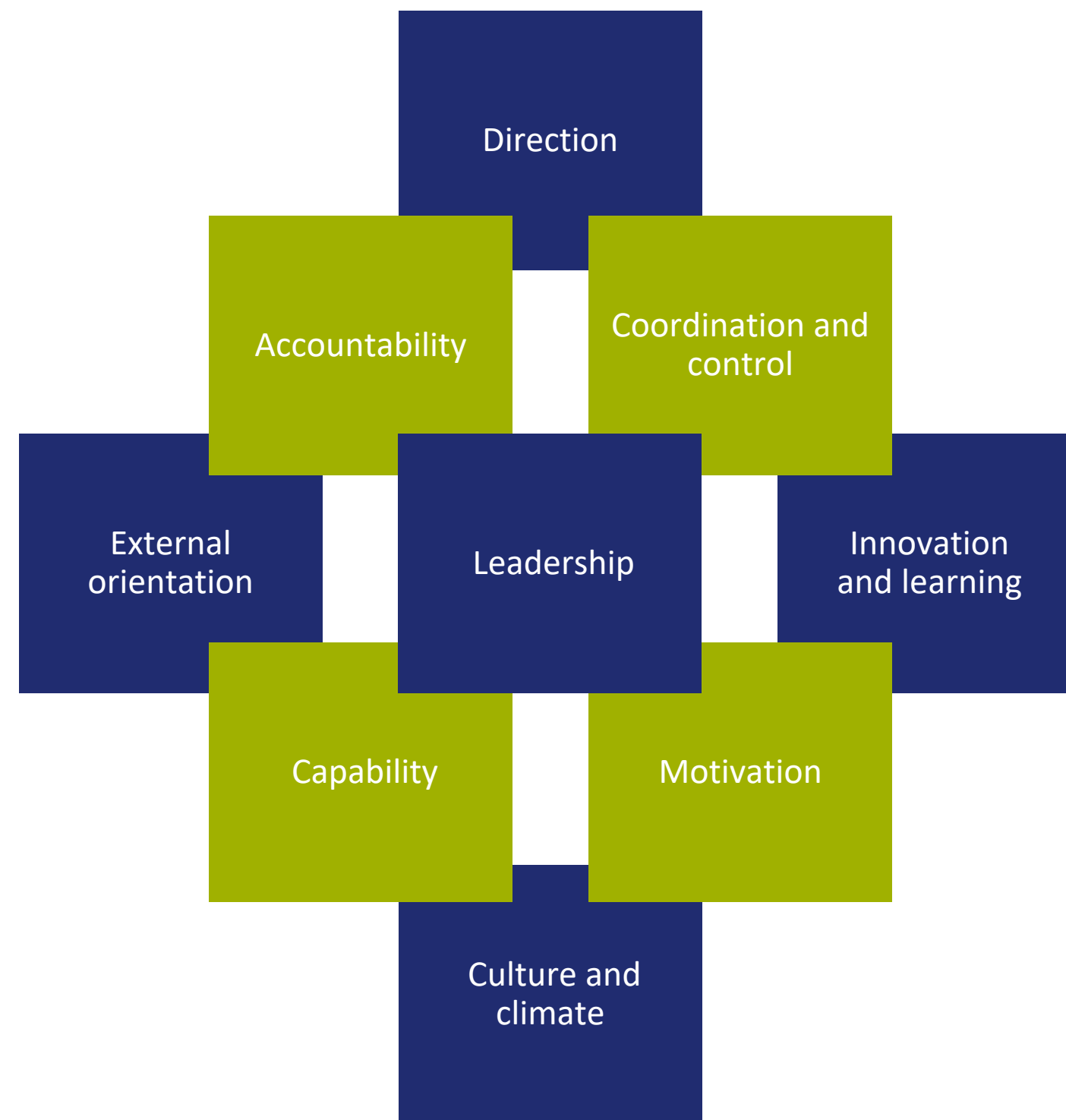
Our Approach



Possible Next Steps

- Board Recruitment
- Coaching & Training
- Build BI & External insights
- Board Appraisal system
- Improved Processes & Systems
- Personality Profiling

We will assess the maturity levers of board effectiveness



Direction	A clear sense of where the organisation is heading and how it will get there that is aligned across the board
Leadership	The extent to which leaders inspire actions by others. The type of board in place and needed to deliver the Direction
Culture and climate	The dynamics and quality of interactions within the board including the diversity of perspectives
Accountability	The extent to which individuals understand what is expected of them, have sufficient authority and take responsibility for delivering results
Coordination and control	The ability to evaluate performance and risk, and to address issues and opportunities when they arise
Capability	The skills and talent required on the board to deliver the vision and create competitive advantage.
Motivation	How the board motivates the Executive Team and wider organisation to put in extraordinary effort to deliver results
External orientation	The quality of engagement with customers, suppliers, partners and other external stakeholders to drive value
Innovation and learning	The quality and flow of new ideas and ability to adapt and shape the organisation as needed

Commercials

Charges	<ul style="list-style-type: none">• Stage 0 – IV can be priced separately or collectively• Any recommended actions shall be subject to separate charges• Personality profiling shall be subject to separate charges
Key Assumptions	<ul style="list-style-type: none">• The board and Executive will fully participate and be transparent with the process• All required materials, documents and information will be made available in the agreed timescales• Meetings and Interviews can be scheduled to maximise time• We will allow 10 working days for the survey to be completed• Costs for the online survey included• The feedback workshops shall be held on a single day
Terms & Conditions	<ul style="list-style-type: none">• Charged are in £ sterling and exclude any expenses, which shall be charged at cost• Costs for refreshments and/or facilities for workshops are not included• Payment shall be made within 14 days of correct invoice• Any additional services will be on a Time & Materials exclusive of VAT and Expenses

Credentials





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