

The best external facilitation processes are not generic and not standardised.

There is no one single, simple template that can be pulled from a shelf that will provide any meaningful results to the corporate ‘soul-searching’ that is driven by a value added external Board Evaluation

Genius Methods adopts a tailor-made approach to each individual organisation; bespoke solutions which are designed to tease out the issues, address the non-regulatory best practice, focus on the “softer” areas of Board leadership; handled with the appropriate interaction for the need of the organisation. Light touch, streamlined and tailored to the budget and style desired.

We take a practical approach to Board Evaluations. We strive to combine the externally driven, often regulatory requirements, with the specific company’s needs so as to ensure maximum value generation for the current period and the years that follow.

In addition to company, industry or regulatory required specific questions, key areas considered during the evaluation are:-

Strategy ~ Evaluation of the current strategic processes aimed at achieving long term success; examining time spent, preparation, director input, debate, match to the company’s objectives and the breadth of view considered.

Governance & Processes ~ Evaluation of structure, size and mix of the Board; timing, quality and medium for flow of information; agenda composition and content, size; non-executives, Chairman and required independence; and more.

Skills and Diversity ~ Evaluation of the balance on the Board, highlighting skill sets, knowledge or expertise against what is required. Review of diversity needs, including gender, ethnic and others as appropriate to the structure.

Decision making ~ Evaluation of the process of decision making on strategic and risk related matters including the involvement of all directors/members.

Behaviour ~ Evaluation of the interaction of the team, the leadership of the Chairman, the challenge provided from the non-executive directors and the communication between the Board and the Executive team.

Risk Management ~ Evaluation of the reporting of risks, the risks being reported, their evaluation, debate and the action plan process. These are considered in line with the Industry, relevant regulators and sovereign impacts as well as internal business and operational risks.

Board Committees ~ Evaluation of key committees which include Executive, Audit, Remuneration, Nomination and Risk. These are assessed using a similar evaluation structure as for the Board tailored for the given committee.

Communication ~ Evaluation of the clarity of definition of stakeholders, the two way communications with these parties and interaction within the Board and with its delegated and reporting committees .

It works!

“We are a successful, profitable and well run company which supplies widely respected brand named products in the UK. Despite this, an objective, external Board Evaluation adds value in the form of fresh ideas and clarity of thought.

We use external facilitators regularly as their contribution adds to our goals of furthering Board excellence.”

**Company Secretary
FSTE 100 Company**

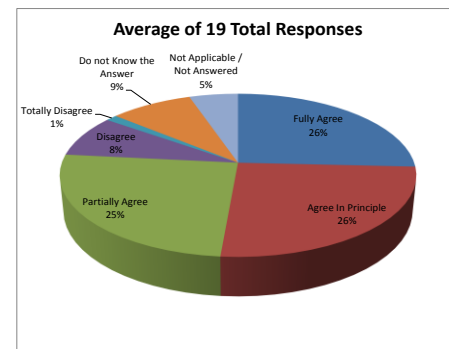
“I found it very helpful. It highlights well both our strengths and areas for improvement.”

**Chairman
Large UK Charity
& Membership organisation**

Analysis

Quantitative analysis

Graphic view of data for easy visual analysis and readily analysed further to provide accurate evaluation results



Qualitative analysis

Detailed qualitative report
Executive summary
Recommendations
Methodology description