

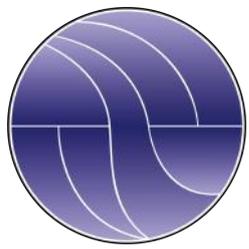
Whole Spectrum Governance

We have many years' experience of governance as executives and officers working with boards and trustees; board members on a range of boards from small charities to large social housing groups; school governors; and as advisors / consultants supporting boards.

In any sector, the role of governance and board members / trustees in shaping the culture of the organisation is often overlooked. We know a **healthy board** and a healthy relationship with senior staff is much more likely to create and support the right conditions for the organisation to have a healthy culture. Boards that focus only on business and not on their own effectiveness and working relationships can set the tone for the organisation to do the same. So often we see board dynamics and behaviours that are not in line with the organisations' values and this is damaging culturally. **Board members' values and behaviours create culture from the top of the organisation.**

There are many expressions of this disconnect:

- **Boards can be remote from their organisation** and the real challenges that are being faced and become excessively critical of staff trying to resolve complex situations.
- Executives can try to **"sugar coat" the problems** and present only a positive front if they are feeling that the board is not supportive.
- **Board members can be** absent from several meetings at a time, meaning that it can become difficult for them to stay connected to each other and the issues.
- Board members can **bring their own agenda to the table**, in line with their experience, which is reason they were appointed in the first place, and in doing so are not able to step into collaboration with their colleagues on behalf of the organisation all are serving.
- Board members are **overwhelmed by long and complex papers** and don't have sufficient direct experience of the context of the organisation to be able to make informed choices



Whole Spectrum Governance

We know that there are a number of consultancies who have a proven track record and long history of working as board advisors. And our experience is that there is little to differentiate the offer between them. We believe we bring something different to the table in how we see governance. We take a **whole spectrum values-based approach** and see the connection between the culture of the board and the culture of the organisation very directly and bring **our wealth of facilitation skills**.



We able to provide support with:

- Board member **recruitment**
- Individual and collective **board appraisal**
- **Governance reviews** and impact assessment
- Evaluating **board culture and impact**
- **Coaching and mentoring** for board members
- Facilitating **board away days** / sessions
- Helping officers prepare **bring complex issues to life**

If you are interested in finding more about we can support your governance approach, please get in touch and we'd be happy to talk through your requirements.