

Director Development

Board Effectiveness Review

Course Details

Price

£325.00

Length

Full day (09:00-17:00)

Course Overview

In today's fast and dynamic business environment, the expectations of boards have never been higher. This practical and highly interactive course equips directors, chairs, governance professionals and reviewers on the principles of board effectiveness reviews.

Delegates will explore the mindset, tools and frameworks to assess and elevate board performance.

This course explores practical evaluation methods, both internal and external while emphasising measurable outcomes, behavioural insight and continuous improvement.

Delegates will leave with a clear, practical understanding of true board effectiveness from both the design and the review perspective, to the participant perspective.

Content

The Evolving Governance Landscape

Flexible learning that works for you

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- The shift from compliance-focused to behaviour and culture-driven governance
- Navigating complexity in a VUCA (Volatile, Uncertain, Complex, Ambiguous) environment

Defining Board Effectiveness

- What makes an effective board
- The importance of measurement and accountability
- The “5 Cs” of effective evaluation

Purpose and Responsibilities of the Board

- Vision, strategy, and organisational purpose
- Leadership within effective control frameworks
- Balancing stakeholder interests and long-term sustainability

The Rationale for Board Evaluation

- Regulatory drivers and governance codes
- Strategic and reputational considerations
- Organisational lifecycle

Review Methodologies

- Internal vs external board evaluations
- Strengths, limitations
- Ensuring objectivity and avoiding groupthink

The Board Review Process

- Four-phases of effectiveness reviews; Terms of reference, data capture, analysis and benchmarking and action planning
- Use of surveys, interviews, and observation

Behavioural and Cultural Dynamics

- Boardroom relationships and dynamics
- The role of the Chair in facilitating effective discussion
- Constructive challenge and cognitive diversity
- CEO and board relationship management

Data Analysis and Benchmarking

- Designing and interpreting surveys
- Identifying patterns and board health indicators
- Benchmarking against governance standards and best practice

Report Writing and Recommendations

- Structuring clear, credible reports
- Balancing transparency with sensitivity
- Communicating findings and recommendations effectively

Individual Director Evaluation

- Assessing competency, contribution, and behaviour
- Key characteristics: curiosity, competence, and courage
- Managing sensitive feedback processes
- Supporting their development, succession, and accountability

Benefits

This course aims to achieve the following objectives:

- **Strengthened Board Effectiveness** - delegates will learn how to assess and improve board performance, ensuring better decision-making and strategic oversight.
- **Enhanced Governance and Compliance** - gain a clear understanding of regulatory expectations and how to align board practices with recognised governance standards.
- **Improved Boardroom Dynamics** - understand the importance of constructive challenge, collaboration, and a positive governance culture.
- **Practical Tools and Frameworks** - access proven methodologies, templates, and evaluation techniques that can be immediately applied within your organisation.
- **Objective and Measurable Improvement approaches** - understand structured reviews that deliver tangible, measurable outcomes and continuous improvement are designed and implemented.

Next Steps

If you would like to book a place on this course please click on the **'Book Course'** button to the right of this page and login or register for a user account to complete your booking(s). Any queries please do not hesitate to contact us via admin@gta.gg or call us on 01481 224570. If no date is scheduled for this course at the present time please click on the **'Register Interest'** button and login or register for a user account so that we can add you to our course interest register. This register allows us to contact our tutors and finalise dates for a course as soon as we have a few people who have expressed their interest, so the more delegates who register their interest, the sooner we can schedule a particular course.

Course Tutor

David Joel

David Joel is a professionally qualified, Chartered Director. He is a qualified physicist with 20 years in the defence engineering and technology sectors and 10 years in the services and facilities management sector mostly at board level. David's experience covers public sector, private sector and regulated companies. He has undertaken many board effectiveness reviews and has worked with the Institute of Directors delivering the 'Finance for non-Financial Directors' programme and the 'Leadership' programme for the certificate in company direction and was a lead facilitator for the Diploma in Company Direction for the Institute of Directors.