

Director Development

Director Knowledge Series 2025 – Session 6 – Organisational Culture as a Strategic Risk and Governance Imperative

Course Details

Price

£55.00

Start date

2 December 2025

Length

1 hour session (08:30-09:30) 02 December 2025

CPD Points

1.00

Course Overview

Organisation culture is often the elephant in the room. Felt by many but sometimes difficult to deal effectively with. A good organisational culture can simultaneously drive business growth, compliance and performance—or, when misaligned, foster misconduct and regulatory failure.

Through real-world case studies — We explore how cultures that undervalue compliance, marginalise risk functions, tolerate rule-bending, or prioritise cost-cutting and short-term gain over governance can culminate in major fines, reputational damage, and governance breakdown. Participants will gain insight into early red flags of cultural deterioration—such as high turnover, ignored audit findings, misaligned incentives, and lack of challenge culture—and understand why regulators now treat culture as a core supervisory focus. The session equips directors and senior management with practical guidance on diagnosing cultural risks and shaping a tone-from-the-top that embeds integrity as a strategic asset.

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Next Steps

If you would like to book a place on this session 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.

Course Tutor

Charisma Lyall

Charisma Lyall is the founder of ConsultGC Ltd. a regulatory consultancy firm which delivers director-led, independent advice on governance, AML/CFT/CPF, and risk management. Charisma is a regulatory specialist with nearly 20 years' experience across legal, governance, and financial services roles. A former General Counsel of the Guernsey Financial Services Commission, she has led major legislative projects, advised on complex enforcement and governance issues, and represented the regulator before the Royal Court. Charisma is qualified in Guernsey, England & Wales, and Queensland (all non-practicing), with deep expertise in governance, AML/CFT/CPF, and risk management. She combines technical precision with a pragmatic, outcome-focused style, ensuring clarity and independence in every engagement. Beyond her professional practice, Charisma contributes widely to Guernsey's financial services and community sectors, serving with the Guernsey Association of Trustees, the Guernsey Investment Fund Association, the GSPCA, and as a member of the States of Guernsey Scrutiny Management Committee.