


Board DEVELOPMENT

What makes a great board great?

The move to Consumer Directed Care (CDC) will require good governance and direction, to navigate the changes and steer the organisation.
Is your board ready for change?

In "What makes a great board great?" *Governance Today* identifies a number of criteria to build a successful and effective board . Where does your board sit on the spectrum?



Environment of low trust – board members protect their own interests.	The board operates in a climate of trust and candour.
Uncertainty as to what the board does, versus what the management team does.	High degree of clarity regarding role and focus.
Ineffective formal leadership.	An effective chairman leads the group.
Minimal variation in the roles that board members occupy.	Individual board members play stewardship as well as strategic roles.
Culture of obedience.	Culture of open debate.
Only tried and tested decision making methods are used.	Encouragement is given to think differently and challenge the norms.
The board as a whole is accountable for decisions.	Individual board members are held accountable.
Board performance is not measured.	The performance of the board, as well as its members, is regularly evaluated against agreed criteria.

Adapted from <http://www.governancetoday.com/pages/what-makes-a-great-board-great>

Board TRAINING

What makes a great board great?

Developing great boards

Whether yours is a newly formed board or an established one, we can help to increase the capability of your board members by tailoring the training programme to the specific needs of your organisation.

We go beyond a simple list of duties of the board members and into the 'how'. Some examples of topics we have covered in past board training include:

- Managing risk to ISO31000
- Conducting workforce planning
- Building a succession plan
- Writing a vision and mission statement
- Developing policies
- Financial literacy (eLearning and face-to-face)
- Establishing and tracking performance metrics.

Our board development is a blend of theoretical and experiential learning, designed to impart critical board governance knowledge in a practical way.

The programme is scalable, depending on your requirements, so you can engage us to conduct training in specific areas, or on an ongoing basis.

During times of change, you need a functioning, confident board to meet the challenges and seize the opportunities. Contact us to discuss how we can help you develop your board into a great one.

Sample 2-day workshop agenda

Element	Summary
Board Leadership	<ol style="list-style-type: none"> 1. Aged care reforms that potentially impact your organisation 2. PESTLE analysis for your organisation 3. Principles of Corporate Governance 4. Practical guidelines for: <ul style="list-style-type: none"> • The structure of the board including the function and composition of major board committees • The role of the board in terms of its legal authority and relationships • The directors' fiduciary obligations and practical guidelines for individual directors and the board in discharging these duties • The liability risks faced by directors • The importance of ethics in the world of corporate governance • Checklist of important tips for directors and boards 5. Setting Policy 6. Review of existing board operation and development of 3 year and one year action plans for the board and individual directors
Managing Risk	<ol style="list-style-type: none"> 1. Understanding ISO 31000 2. Risk management framework and risk sub-committee
Developing Strategy	<ol style="list-style-type: none"> 1. Using strategic analysis tools 2. Review current strategy against aged care reforms 3. Making choices 4. Communicating strategy
Managing Succession Planning	<ol style="list-style-type: none"> 1. CEO succession planning – role of the board 2. Board expertise matrix 3. Evaluating Board performance – self assessment



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