Govern With

Effective
Capable
Contributing
Governance

Boardroom
Governance Review and Development Program

**GovernWith: A Contemporary Governance Model**

GovernWith has produced a more inclusive, contemporary Governance Model that encapsulates the capabilities required to govern in our modern times more successfully.

In having a universal, data and capability informed approach for all governing teams, organisations see enhanced relationships, respect, professionalism and understanding between their Subcommittees, Executive and Board through raised awareness and knowledge about the shared and prospective Corporate, Contemporary and Sector Specific Governance roles and responsibilities. There is a strong embodiment of the purpose, values and culture, and a harmonising of one language throughout the whole organisation and it's governing leaders.

Furthermore we have recently launched our Environmental, Social and Governance (ESG) Modules in both the Governance Review and Skills Matrix, which provides a rigour and context to each of the individual pillars that form ESG, and how they impact all organisations and their ongoing success and sustainability.

**Why GovernWith?**

With over a decade of dedicated development and a wealth of experience, we proudly stand as Australia's foremost exemplar of best practices in Governance and Skills Capability assessment, informed development, transition and succession planning.

Over the last five years, we have had over 700 organisations, comprising over 7,000 individuals - Directors and Executive, contribute to our governance review and development programs.

We excel in delivering actionable governance data insights that empower Boards, Executives and Subcommittees, to cultivate high-performance capabilities. Furthermore, we maintain constant vigilance on the evolving landscape of governance trends and issues, ensuring our GovernWith community are equipped to function effectively, successfully demonstrate the required capabilities, and make meaningful contributions to their respective organisations.

GovernWith is designed to be a part of your organisations governance toolbox empowering you to be able to lead your own internal review and development programs, year after year, meeting your annual governance roles and responsibilities. Providing consistent data, trended yearly reports and onboarding for team members, this is an internal review program, enabled by an external platform and governance expertise.

# Boardroom Plus

We recommend our **Boardroom Plus Program** which includes the following:

- The Director Skills Matrix
- The Board Governance Review

# The Director Skills Matrix

**Review:**

Will take each Director through the **Director Skills Matrix**, covering the following five modules that will give insight into their individual, as well as group, capabilities being either foundation, proficient or advanced - meeting the Director Skills and Capabilities Framework requirements (can be bespoked if required).

**Director Skills Matrix Framework (Modules):**

Framework Five Modules Content Covers the following skills:

1. **Sector Specific;** for example, Human Services, Education, Aged Care, Health, Associations, Housing Services, Community
2. **Professional/ Corporate Governance;** for example, Finance, Law, Audit and Risk
3. **Contemporary Skills;** for example, Community and Stakeholder Engagement, Strategic leadership, Innovation, Cyber Security, Workforce
4. **Environmental, Social and Governance (ESG);** for example, Diversity Equity and Inclusion (DEI), Climate Change, Extreme Events,  Environmental Sustainability and Reporting, Disability Inclusion, Aboriginal and Torres Strait Islander Peoples
5. **Leadership Behaviours and Learning Styles**

**Non Subjective Questionnaire**

The Skills Matrix questions are created to provide a non subjective view of each Directors understanding, qualifications and experience for each skill, creating a report mapping the Directors capabilities being either Foundation, Proficient or Advanced.

There are many positives for the Directors completing this program, such as, but not limited to:

**Development:**

**Director and Whole Board enhanced skills and knowledge**

Due to targeted ongoing development Directors enhance their role within their own Board, Board Subcommittees and organisation wide leadership role for high functioning governance.

- **Instant Results Dashboard:** highlighting capabilities map for each Director and Whole Board
- **Instant Recommendations Report:** highlighting areas for development
- **Individual Director Development Plans:** linked to the GovernWith Resource Library, ability to download PDF

**Director Succession, Recruitment, Induction and Development**

This lays the foundation for continuous skills and knowledge to lead high functioning governance organisation wide.

- **Tailored Capability Results Dashboard for Succession, Recruitment and Development:** ability to contextualise data forcapabilities-based insights and recommendations for gaps for Succession Planning as well as Recruitment Assessments for possible new Directors.
- **Capabilities Insights** for Director leadership roles, for example Board Subcommittees.
- **Capability Development Action Plans linked to GovernWith Resources Library**

# The Board Governance Review

**Review**:

Will take the Board and CEO through the **Board Governance Review**, covering the following modules, noting and enquiring about their Corporate, Sector Specific, Contemporary and, Environmental, Social and Governance (ESG) roles and responsibilities.

This will create insights and recommendations for targeted ongoing Board development, informing, influencing and supporting high functioning governance organisation wide.

**Board Governance Review Framework (Modules):**

Framework modules questionnaire content covers: Corporate, Sector Specific, Contemporary and, Environmental, Social and Governance (ESG) roles and responsibilities.

**Development**:

**Instant Governance Data Results Dashboard & Recommendation Reports:** downloadable Insights Reports for circulation and discussion about which Board Governance key strategic focuses to put into the Board Governance Action Plans.

**Board Governance Action Plans linked to GovernWith targeted support Resources:** dynamic Action Plan that tracks the Board Governance Development journey and can be downloaded as part of the Board Papers for updates and accountability.

# Boardroom Plus Platform Overview:

Boardroom Plus is so much more than a review platform. Rather it is a comprehensive, contemporary, online Governance Review and Development program, designed to support, and successfully achieve your annual governance requirements, ongoing.

Whether expertly guided by external facilitation, or efficiently managed internally, it is tailored to foster a culture of continually enhancing high-performance governance.

**Core Features**

1. **Technology-driven, Human supported:** GovernWith's core foundation is built on combining leading-edge technology alongside an expert customer success team. This ensures you achieve your governance goals as efficiently as possible, and as supported as needed, to get maximum, personalised value out of our program.
2. **Board Governance Review:** The Board Governance Review questionnaire provides a framework of your corporate, sector specific and contemporary governance responsibilities.

3. **Director Development:** The Director Skills Matrix questionnaire provides a framework for your Director's sector specific, professional, contemporary, behavioural attributes and learning styles as well as Board readiness.

4. **Board Transition and Succession:**
   a. Identify present Board capabilities and gaps
   b. Forecast future succession planning opportunities
   c. Successful Director recruitment, informed through Director capability data insights
   d. Accelerate Director induction processes

5. **Insights, Recommendations and Resources:** Instant data insights, from intuitive reporting dashboards, triggering automatic recommendations and actions. These are linked to targeted, up-to-date resources, reflecting your whole Board, and individual Directors, unique governance capability requirements.

6. **Additional Resources and Support included in the annual subscription:**
   a. Webinars
   b. Resource Library
   c. Individual Support Sessions
   d. Onboarding Training, as required
   e. Expert Results Insights Video
   f. Results Report PDF
   g. Annual Benchmark Report

# Optional Partner Products

**Product 1: Convene Board Portal Containing:**

Azeus Convene is an award-winning paperless boardroom solution that enables corporate administrators and Board Members to collaborate on board papers and conduct board meeting via a central platform with mobile access. It streamlines the board
meeting process and reduces security risks to data by providing Directors easy
and protected access to important information anytime and anywhere. Convene is
developed and being commercially marketed by Azeus.

- Cost: Information available on request for 10% Alliance Discount

**Product 2: Governance Institute Australia (GIA)** Governance Training for groups, and individual Directors and Executives:

- Costings: Information available upon request for Group and Individual Training for 10% Alliance discount

**Testimonials / Referrals**

We would be happy to provide referrals on request.

**Next Steps:**

Please read on and see deeper insight into the Boardroom Plus programs and costings.

Thank you for considering GovernWith as your partner in governance excellence.

# Features of Boardroom Plus



## Board Governance Review

**Governance Insights & Recommendations for the whole Board**

Understand and identify your Boards capacity and consistency of practice by identifying top strengths, opportunities for development and leadership potential.

A Whole-of-Board view of corporate, contemporary and sector specific governance responsibilities through an assured approach, provides data insights for guiding targeted decision making in where to take action next.

Board Action Plans initially focus on capabilities that are considered in alignment with their key strategic goals.

## Director Skills Matrix

**Governance Insights & Recommendations for the Individual Director**

Understand your Board members capabilities, leadership potential and opportunities for development.

Looking at each individuals Skills (Understanding), Experience and Qualifications, this 'triangulated' questionnaire process *removes the subjectivit*y from Director self assessment, providing data insights into the Director's capabilities on a Foundational, Proficient or Advanced scale.

Tailored Director Development Plans means Directors are gaining targeted capabilities, to meet the needs of the organisation and individual.
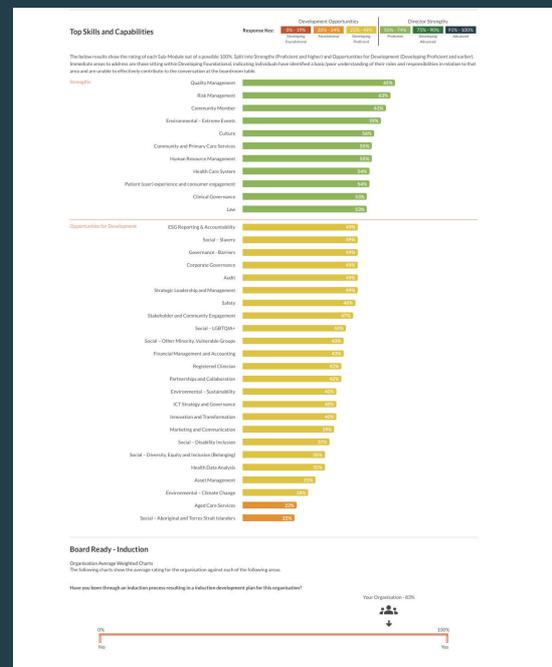
# Board Transition

**Board Succession & Director Recruitment**

Ensure your Board operate at a High Functioning level on a continuous basis.

Succession, Recruitment & Induction are interactive tools within the platform that allow governance leaders to easily plan for Director transition.

Learn what capabilities and gaps your Board are left with **after** the departure of a Director (before it happens) in the click of a button.

Use the Skills Matrix as part of your recruitment process in guiding the next appointees based on the skills and gaps they bring alongside the other members.

# Industry Governance

**Sector Specific Assessments, Insights & Recommendations**

For example: Community/AcuteHealth, Human Services, Aged Care, Education, Government & Community Organisations,

In addition to meeting GW Effective Practice Standard *(unique combination of Industry Standards, Government Regulations, Governance Principles (inc ASIC 2019, AICD & ACNC),* GovernWith is the only provider to provide Sector Specific assessment criteria, Professional & Contemporary Governance.
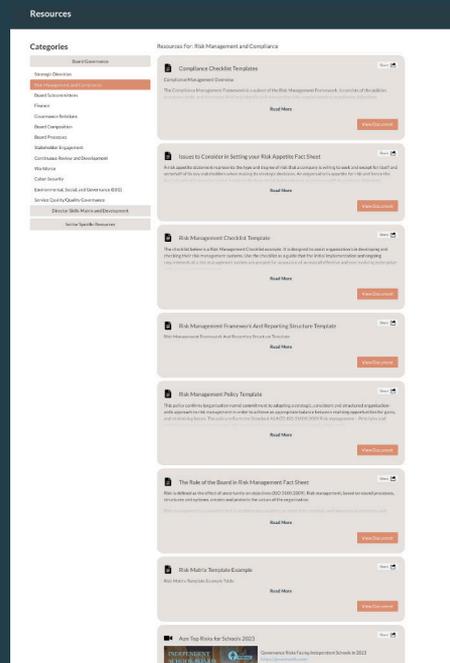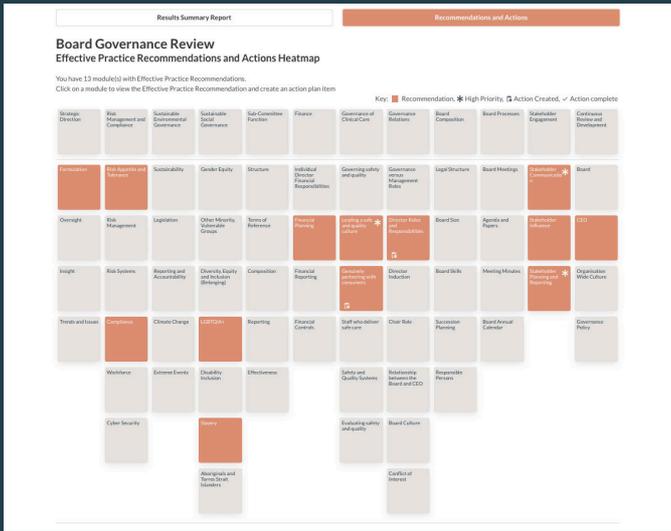
# Recommendations & Resources

**Transforming complexity into simplicity.**

The Recommendations and Resources dashboard provides the actionable insights into areas of disproportionate impact. Each submodule outlines the recommended actions required to make excellent governance decisions for Board Development through comparison against GovernWith's Effective Practice and Benchmarks.

# Action Plans

**Actionable Governance**

**Board Action Plans** and **IndividualDirector Development Plans** transform opportunities for development into effective roadmaps to governance capability development.

Board and Director Action Plans are built into the GovernWith Plus Platform.  Recommended actions, relevant resources and educational tools are built into each submodule to enable plans into action.

They can easily be updated, customised, linked support from the Resources Library, downloaded and printed for Board Papers, Accreditation, Director Development Points.

# Project Investment

If you have any questions about this quote, feel free to get in touch anytime at leon@governwith.com | bri@governwith.com

## Boardroom Plus Program

Annual Subscription - 10 Seats + CEO

YEARLY
$10,000

✓ Selected

| Description | Item | Quantity | Price |
|---|---|---|---|
| ✓ **Board Governance: (Board Plus)** Identifies, informs and builds Board Governance capabilities in supporting the Boards overall governing success: * Board Governance Review Questionnaire * Board Governance Results Results Dashboard * Board Governance Review Insights PDF Report * Board Governance Review Recommendations     Dashboard * Board Governance Action Plan linked to relevant support resources * Annual Trended Results * Annual Benchmark Report and Whitepaper * Resources Library * Ongoing Customer Success Support ----------------------------------- **Content:** **Industry Specific** | $5,000 | 1   Board | $5,000 / year |

| Description | Item | Quantity | Price |
|---|---|---|---|

☑ Assessment, Insights, Recommendations & Resources Library aligned for your Industry Sectors regulatory environment
**Corporate Governance**
Assessment, Insights, Recommendations & Resources Library aligned to your Corporate Roles & Responsibilities
**Contemporary Governance**
Assessment, Insights, Recommendations & Resources Library aligned to your ESG, Cyber, Stakeholder, Community and Workforce requirements

☐ **Extra Seats - Directors**
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Additional Directors can be added to:
* complete Assessments
* update Results Report Data
$500    | 1 ⌃⌄ Director | $500 / year

☑ **Director Capability Review and Development: (Director Plus)**
supports sitting Directors to continue being high functioning (with new Governance Capabilities), better informed, Board participants and contributors:
* Director Skills Matrix Questionnaire
* Director Capabilities Insights Report (Individual & Whole-of-Board)
$5,000    | 1 Board | $5,000 / year

| Description | Item | Quantity | Price |
|---|---|---|---|

☑ * Individual Director Skills Matrix
Results Dashboard
* Individual Director Recommendations
Dashboard
* Individual Director Development Plan
linked to relevant resources
* Resources Library
* Ongoing Customer Success Support
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**Each Director** has a one on one
facilitated session with Bri Mahony to:
* Review Individual Director Skills
Matrix Capability Assessment Results
* Create an Individual Director
Development Plan with linked
Resources
* Director to go through with Chair of
the Board and/or Governance
Committee
* 30 Minute Meeting
* Ongoing Customer Success Support
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**Board Succession (Transition Plus)**
seamlessly manage Director transition
with capability based succession
planning and recruitment tools
* Succession
* Recruitment
* Induction

| Description | Item | Quantity | | Price |
|---|---|---|---|---|
| **Extra Seats - Directors**<br>---------------------------------------<br>Additional Directors can be added to:<br>* complete Assessments<br>* update Results Report Data | $500 | 1 ⌃ ⌄ | Director | $500 / year |
| **Bespoke Content**<br>The Human Services Modules for both the Governance Review and Skills Matrix can be tailored to your organisations requirements.<br><br>**This is a one off cost, price TBC based on the scope required.** | $0 | 1 | Off Cost | $0 |

| | |
|---|---|
| Total Recurring | $11,000 / year |
| Total Due Today Excluding Tax | $10,000 |
| GST | $1,000 |
| **Total Due Today** | $11,000 |