

BOARD EFFECTIVENESS AND LEADERSHIP GOVERNANCE



GENTEX[®]
TRAINING CENTER



Introduction

Board Effectiveness and Leadership Governance Training Course prepares directors, board secretaries, and governance professionals to raise the performance of the board as a governing body. Participants work through board effectiveness concepts and evaluation methods, board composition, skills matrices, and independence, board dynamics, chair leadership, and decision quality, committee effectiveness, information and reporting to the board, and board development, succession, and governance improvement as one connected discipline. The programme links the decisions a board makes with the leadership behaviours and information quality that shape them. As a result, learners gain a practical method for board effectiveness and leadership governance. Furthermore, the course strengthens governance judgement, board leadership, and evaluation discipline.

Board Effectiveness and Leadership Governance Course Objectives

- Explain board effectiveness concepts, drivers, and measurement.
- Apply board evaluation methods: self-assessment and external review.
- Apply board composition, skills matrix, and independence assessment.
- Apply chair and committee leadership practices for effective governance.
- Apply board dynamics, challenge, and constructive dissent techniques.
- Apply decision-quality frameworks and board decision records.
- Apply board information design and reporting quality standards.
- Apply director induction, development, and continuous learning practice.
- Apply succession planning, renewal, and diversity considerations.
- Apply governance improvement planning and board performance reporting.

Course Methodology



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- Interactive sessions built on board evaluation and governance leadership cases.
- Workshops on evaluation design, skills matrices, and board information packs.
- Group exercises on board dynamics, decision quality, and improvement plans.
- Hands-on practice with evaluation questionnaires, board charters, and dashboards.
- Simulation of a board meeting and a board evaluation feedback session.
- Facilitator coaching and peer review on personal board leadership plans.

Who Should Take This Course

- Board members, chairs, and non-executive directors.
- Board secretaries and governance officers.
- Company secretaries and governance advisors.
- Audit and risk committee members.
- Senior executives reporting to boards.
- Consultants advising on board effectiveness and evaluation.

Board Effectiveness and Leadership Governance Course Outlines

Day 1: Board Effectiveness Foundations

- Board effectiveness concepts and why boards underperform.
- Governance codes and board effectiveness expectations.
- Roles and boundaries: board, chair, and executive.
- Board purpose, mandate, and strategy oversight.
- Common board failure patterns and warning signs.
- Board culture and its measurable indicators.



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- Case discussion: a compliant board that added no value.

Day 2: Composition, Skills, and Independence

- Board composition, size, and diversity considerations.
- Skills matrices and competency gap analysis.
- Independence assessment and conflicts management.
- Nomination committee practice and appointment process.
- Director tenure, refreshment, and renewal policy.
- Non-executive director contribution and time commitment.
- Workshop: building a board skills matrix and gap analysis.

Day 3: Board Dynamics and Decision Quality

- Chair leadership and meeting facilitation practice.
- Constructive challenge, dissent, and psychological safety.
- Managing dominant voices and groupthink risk.
- Decision-quality frameworks and pre-mortem techniques.
- Board decision records and rationale documentation.
- Executive session practice and board-executive relations.
- Exercise: analysing a board discussion for decision quality.

Day 4: Committee Effectiveness and Board Information

- Committee effectiveness and terms of reference review.
- Audit, risk, nomination, and remuneration committee practice.
- Committee reporting to the board and escalation quality.



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- Board papers, dashboards, and information quality standards.
- Timeliness, brevity, and relevance in board reporting.
- Board portal, technology, and information security.
- Simulation: reviewing board papers for decision readiness.

Day 5: Evaluation, Development, and Improvement

- Board evaluation design: scope, methods, and participants.
- Self-assessment, peer review, and external evaluation.
- Interpreting evaluation results and prioritising actions.
- Director induction, development, and continuous learning.
- Succession planning, renewal, and diversity practice.
- Governance improvement planning and progress tracking.
- Capstone: presenting a board effectiveness improvement plan.

Conclusion

By successfully completing Board Effectiveness and Leadership Governance, participants will gain a practical command of board effectiveness concepts and evaluation, board composition, skills and independence assessment, board dynamics and decision quality, committee effectiveness and board information, and board development, succession and governance improvement. They will acquire skills in board evaluation, skills matrix design, decision-quality review, and board information design that raise the board's governing contribution. Gentex Training Center designs the programme to help professionals strengthen board effectiveness with confidence.





FAQs for the Board Effectiveness and Leadership Governance course

Q1 What is the "Board Effectiveness and Leadership Governance" course about?

It prepares directors, board secretaries, and governance professionals to raise the performance of the board as a governing body. The course spans board effectiveness foundations, composition, skills and independence, board dynamics and decision quality, committee effectiveness and board information, and evaluation, development and improvement.

Q2 What are the key benefits of the "Board Effectiveness and Leadership Governance" course?

You gain a practical method for board effectiveness and leadership governance that links the decisions a board makes with the leadership behaviours and information quality that shape them. The course improves board evaluation design and skills matrix practice, strengthens board dynamics and decision quality, sharpens committee effectiveness and board paper review, and gives you development and succession practice that raises the board's contribution.

Q3 What skills will I gain from the "Board Effectiveness and Leadership Governance" course?



You will develop four core skills: board evaluation design and results interpretation, board composition, skills matrix and independence assessment, board dynamics facilitation with decision-quality review, and committee effectiveness review with board information design and governance improvement planning.

Q4 What tools, methods, or standards are covered in the "Board Effectiveness and Leadership Governance" course?

The course covers board effectiveness concepts and why boards underperform, governance codes and board effectiveness expectations, roles and boundaries across board, chair and executive, board purpose, mandate and strategy oversight, common board failure patterns and warning signs, board culture and its measurable indicators, board composition, size and diversity considerations, skills matrices and competency gap analysis, independence assessment and conflicts management, nomination committee practice and appointment process, director tenure, refreshment and renewal policy, non-executive director contribution and time commitment, chair leadership and meeting facilitation practice, constructive challenge, dissent and psychological safety, managing dominant voices and groupthink risk, decision-quality frameworks and pre-mortem techniques, board decision records and rationale documentation, executive session practice and board-executive relations, committee effectiveness and terms of reference review, audit, risk, nomination and remuneration committee practice, committee reporting to the board and escalation quality, board papers, dashboards and information quality standards, timeliness, brevity and relevance in board reporting, board portal, technology and information security, board evaluation design across scope, methods and participants, self-assessment, peer review and external evaluation, interpreting evaluation results and prioritising actions, director induction, development and continuous learning, succession planning, renewal and diversity practice, and governance improvement planning and progress tracking.



Q5 How is the "Board Effectiveness and Leadership Governance" course applied in real-world practice?

Participants apply it to real work such as building a board skills matrix and gap analysis, designing a board evaluation questionnaire and running the review, analysing a board discussion for decision quality, reviewing board papers for decision readiness, structuring a director induction and development plan, preparing a succession and renewal proposal, and presenting a board effectiveness improvement plan to the chair. The same methods support committee effectiveness review and governance reporting to stakeholders.