

Law Debenture

BOARD EFFECTIVENESS SERVICES

Key Principles

Consider the Future:

A company board should be evaluated in the context of the future strategy of the company and the potential risk profile. In this way the results of a board evaluation supports the *future* development of the board. Without this perspective the evaluation would merely be an assessment of current problems most of which are well known to board members.



Both Strengths and Weaknesses Matter:

It is just as important to know the strengths of the board as it is to know its weaknesses. We get a bigger performance improvement for the same investment or effort if we attempt to get even better at what we already do well. Aim to excel where performance is good. Of course, we can't ignore weaknesses and we need to have strategies to deal with these.

Evaluate the Board and then the Board Members:

The overall effectiveness of the board must first be assessed and then we can assess individual contributions from directors. Sometimes the most able individuals fail to make an impact in a strange environment. Context is critical.

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Why Law Debenture?

Law Debenture Governance Services Limited applies our traditional independent approach into the field of board effectiveness. Louise Redmond has joined us from the Bank of England where she was Human Resources Director to lead our work in corporate governance. She previously held senior roles at GlaxoSmithKline plc and was a management consultant at KPMG LLP. Louise is advised by the board of Law Debenture Corporation plc and is assisted by several experienced board-level consultants.

We evaluate boards, we develop existing and future directors, we benchmark the effectiveness of governance arrangements, we run BEGOV, the Board Effectiveness and Governance forum for research and best practice.

Law Debenture operates in the UK, the US and Hong Kong. Our board effectiveness work is based on the best of current international practice and can reflect the requirements of specific jurisdictions.

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