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What distinguishes
the top boards is their
ability to create value
for the company.

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The most effective board reviews go beyond
a ‘check the box’ approach to provide clear
recommendations that build board capability.

WE HELP SET YOUR BOARD UP FOR SUCCESS:

IMPROVED CHAIR AND DIRECTOR CAPABILITY

Tailored feedback
and development
plans

QUALITY DYNAMICS IN THE BOARDROOM

Improved dialogue,
interactions,
decision-making
and teamwork

CONTEMPORARY GOVERNANCE PRACTICES

Audit of current
practices and
creation of detailed
action plan with
recommendations

BOARD RENEWAL & SUCCESSION

Prioritise future
capability and
facilitate smooth
transitions

1.

2.

3.

4.

A custom designed process...



Governance Review

Review of governance documents and policies against good practice and regulatory standards.

High-Touch Methodology

In-person interviews with Chair, Non-Executive Directors, CEO and Executives.

Board Review Report

Clarity on where the board is doing well and clear recommendations for improvement.

Feedback

In-person individual feedback and development plans to the Chair and Directors on strengths and areas to develop.

Action Planning

Clear action plan created for each recommendation through a facilitated session with the board.

Our process is proven to improve Board performance and build the capability of Chairs and Directors.



Paul Collings

Paul is a highly experienced leadership consultant with over 20 years' experience focused on lifting organisational and team performance through improving culture, team effectiveness and leadership.

Previously he was an Associate Principal at McKinsey and was part of the team that developed the firm's approach to culture and leadership. Prior to that he was a business strategy consultant with Pappas Carter Evans & Koop (later BCG) and Australian Consulting Partners (founding partner).

Paul holds a Masters in Business Administration degree from AGSM. He also holds a Bachelor of Economics degree and is accredited in The Leadership Circle, NeuroColor, Human Synergistics, Barrett Values Survey.



James McLaren

James is the Founder and Managing Partner of Sterling Black. Previously, he was Managing Partner at Deloitte Leadership Consulting and prior to that was Managing Director, PDI (Korn Ferry Hay Group) based in New York.

With more than 25 years of experience, he focuses on review of Board Effectiveness, Chair Feedback and Director Development; CEO and C-Suite Assessment for Selection, Development and Succession; CEO Succession, CEO Coaching and Development; Executive Team Effectiveness.

James holds a Master's in Business Administration degree from Columbia Business School and an MBA from London Business School. He also holds a Bachelor of Commerce degree and is accredited in all credible leadership psychometric and ability measures.



Jessica Apfel

Jessica has fifteen years' of experience in the leadership industry working with boutique advisory firms and Heidrick & Struggles. Her career has specialised in CEO and C-Suite succession and development to help organisations achieve results.

Jessica works closely with Chairs and CEOs to provide insightful assessment data for selection, succession, development planning advice and guidance for organisational effectiveness. She facilitates executive team workshops and coaches' leaders who are transitioning into new roles.

Jessica holds a Master's degree in Business Administration from MGSM. She also holds a Bachelor of Human Resources (Psychology & Business) from Macquarie University and is a Justice of the Peace, NSW.

