



## GOVERNANCE PRODUCTS & SERVICES



**Strengthen key aspects of your company's or organisation's corporate governance and related compliance needs. A range of time efficient and cost effective governance products and services to support directors and managers.**

Consultgroup defines corporate governance as an "umbrella" term that collectively refers to the many functions required for the effective control and management of an organisation.

There is no right way or a standard governance framework, but what is now expected is that companies and organisations will actively consider and evaluate their options for directing and managing themselves and will select and appropriately disclose the systems and controls most suitable for them. Therefore we view corporate or organisation governance as being:

- *Inclusive of numerous processes, roles and activities undertaken by the Board and senior management to direct and control the organisation. Corporate governance is about the way your organisation is directed and managed.*
- *Corporate governance is the sum of all policies, practices and other controls that directly impact on your organisation's performance, stewardship and its capacity to be accountable to its various stakeholders.*

### OUR CORPORATE GOVERNANCE EXPERTISE INCLUDES:

- Strategic Planning
- Director Recruitment
- Policies
- Executive Recruitment
- Governance Audits & Reviews
- Board, Director, CEO Performance
- Capacity Assessments
- Functions & Roles
- Committee Terms Of Reference
- Board Composition
- Board Induction
- Values & Codes of Conduct
- Risk Management
- Corporate Social Responsibility
- Risk Management Reviews
- Governance Charter & Manual
- Remuneration & Reward
- Stakeholder Disclosure & Reporting
- Board Structure & Process
- Board Room Trouble Shooting
- Independent Input & Advice

We have met client needs and provided value added support and service to large and small clients in over 20 countries. We also have substantial expertise with not-for-profit and NGO organisations.

**ASX Principles of Good Governance, Sarbanes-Oxley Act, Standards Australia, Tricker's Framework, The Combined Code, and another 30+ options. We assist you select, implement and / or review the right governance system for your organisation.**

PRODUCT	FEATURES
<b>Board, Director &amp; CEO Performance Evaluation Policy, Templates, and Annual Appraisals</b>	<ul style="list-style-type: none"> <li>Options for Board, Directors, Chair, CEO</li> <li>Templates and samples of evaluation forms with comprehensive criteria</li> <li>Full service paper based or on-line appraisals</li> <li>Board appraisals from \$1,200 for on-line and \$1,500 for manual form version</li> <li>Individual &amp; Peer Director appraisal \$1,600 for on-line and \$1,900 for manual form version. Customisation @ \$150 per hour</li> <li>If using your own performance approved material, we can provide independent &amp; confidential compilation and analysis of key results. From \$650</li> <li>Consultgroup works with LeaderSkill Group, specialist in 360° appraisals, to develop and deliver Board and Director appraisals</li> <li>Policy development support and templates</li> </ul> <p><i>Note all fees quoted are plus GST</i></p>
<b>Strategic &amp; Business Planning Facilitation</b>	<ul style="list-style-type: none"> <li><i>Planning preparation and research activities</i></li> <li><i>Planning workshop facilitation</i></li> <li><i>Planning documentation</i></li> <li><i>Implementation via Business Planning and management coaching</i></li> <li><i>Integration of plan into ongoing board meetings</i></li> <li><i>Fees commence at \$4,800 plus GST</i></li> </ul>
<b>Board &amp; Management Induction, Governance Training &amp; Coaching</b>	<ul style="list-style-type: none"> <li><i>In-house workshops &amp; Director or Senior Management Induction programs</i></li> <li><i>Ranging from ½ day/evening to 3 day programs</i></li> <li><i>Examines 14 aspects of good corporate governance and Australian and international governance standards and codes</i></li> <li><i>Induction program templates from \$850. In-house Training &amp; coaching from \$1,800 plus GST</i></li> </ul>
<b>Governance Reviews and Audits</b>	<ul style="list-style-type: none"> <li><i>Using a range of governance review tools, including the 59 governance criteria contained in The Organisation Governance System (TOGS). Each criteria is weighted and provides an informative and useful report that includes a score for each of the criteria (and a overall governance score out of 100). Useful for internal and external benchmarking.</i></li> <li><i>Workshop Based Reviews: from \$2,300 Audits: from \$4,700 plus GST</i></li> </ul>
<b>Governance Policies &amp; Board Governance Manual</b>	<ul style="list-style-type: none"> <li><i>Review current policies including cross referencing, compliance check, strategic intent check and, risk management check</i></li> <li><i>Drafting new board governance polices, board charters and codes of conduct</i></li> <li><i>Templates for a wide range of policies also available (from \$65 each)</i></li> <li><i>Reviews start from \$2,700 plus GST</i></li> </ul>
<b>CEO and Executive Recruitment</b>	<ul style="list-style-type: none"> <li><i>We use a very thorough recruitment, and as required search process that ensures confirmation of job requirements against company strategy and need</i></li> <li><i>Fees based on a fixed price, typically saving 40% – 60%</i></li> <li><i>Full executive recruitment fees start at \$7,500 plus GST</i></li> </ul>