

Why a board effectiveness review should be part of your charity's annual activity

Trustees have responsibilities in law to make sure that the organisations they oversee do what they were set up to do. Trustees must have the appropriate skills and abilities, be effective, and be focused on the right things. Organisational success can depend on it and, when things go wrong, how do you demonstrate that as a board you regularly challenged yourselves, your approach and thinking? Through a board effectiveness review.

The principles of board effectiveness have been adopted by many sectors, including the voluntary sector as seen through the Charity Governance Code.

Reviewing effectiveness is intended to help boards demonstrate their continued relevance, efficacy and competency in the leadership and stewardship of an organisation to stakeholders. The board needs to set the right tone through its leadership, behaviour and culture, creating an effective team where it is safe to question and challenge.

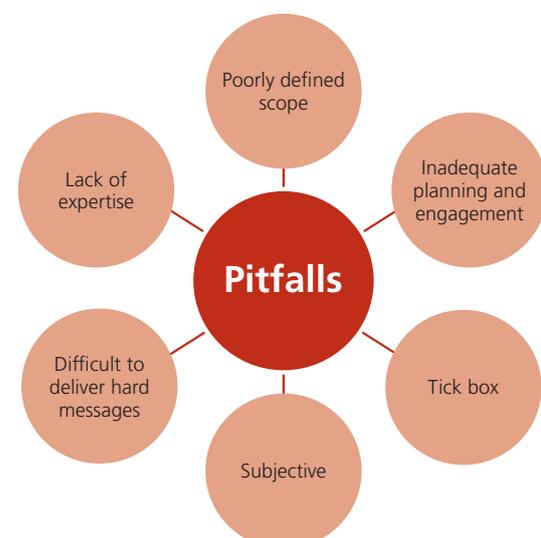
It also allows the board to take time out to consider how effectively it discharged its responsibilities; and provide trustees with time for self-reflection and introspection, both individually and collectively. At its simplest, it helps the board to grow and improve through asking itself some probing questions.

Questions such as:

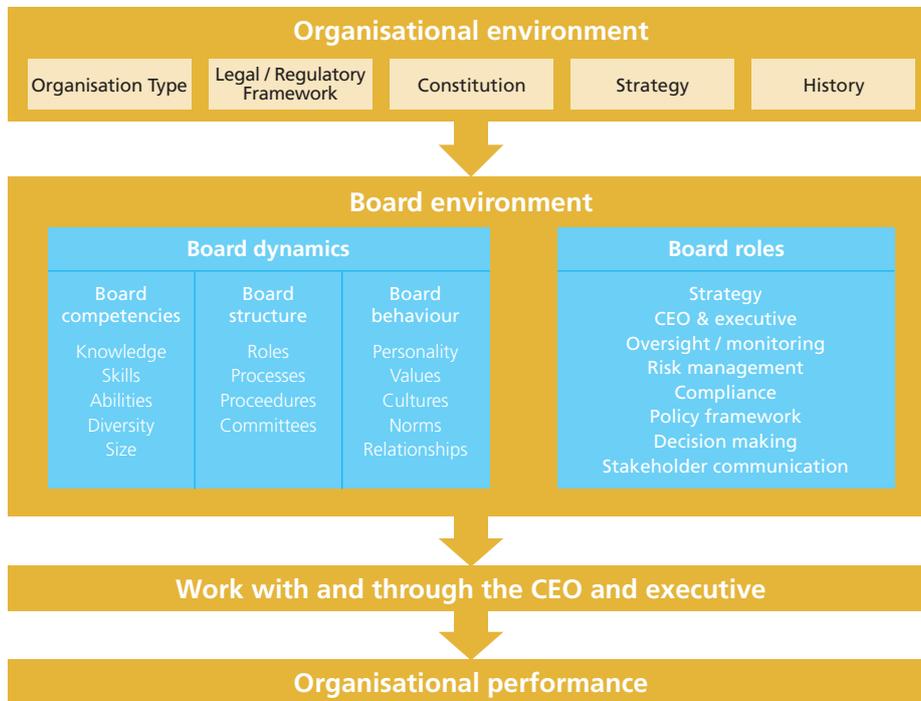
- Do our culture, behaviour and processes help us to be effective?
- Are we well positioned to lead on strategy?
- Do we have the right diversity of skills, experience and knowledge to discharge our responsibilities?
- Is the board appropriately serviced?
- Is there anything additional that we need to do to discharge our responsibilities?
- How well does our chair enable our board to work effectively as a team?
- How effectively do we hold the Executive to account?

There are, of course, external drivers that make board evaluation necessary and problems can arise in process.

These include:

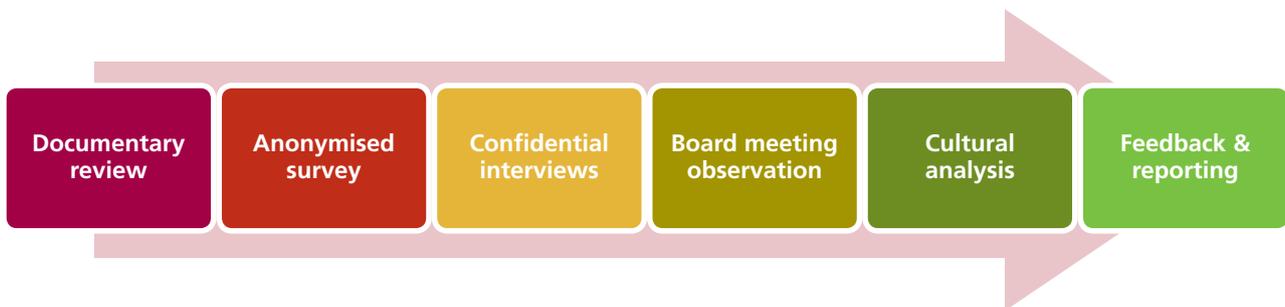


Our board effectiveness reviews are designed to support your development into a high performing board. The framework and our considerations for board effectiveness reviews take account of:



Our toolkit

In facilitating the evaluation process, we may use some or all of the following toolkit depending on your requirement:



How Moore Stephens can help

A measure of the usefulness of evaluations is how any observations from the process are taken forward. Our approach is underpinned by focused and collaborative engagement with you from the outset in order to achieve the best possible outcome.

Through the development of an improvement plan, we will provide the board with an action plan to ensure the evaluation provides a route to a more effective board.

Make a board effectiveness review part of your annual activity.

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