



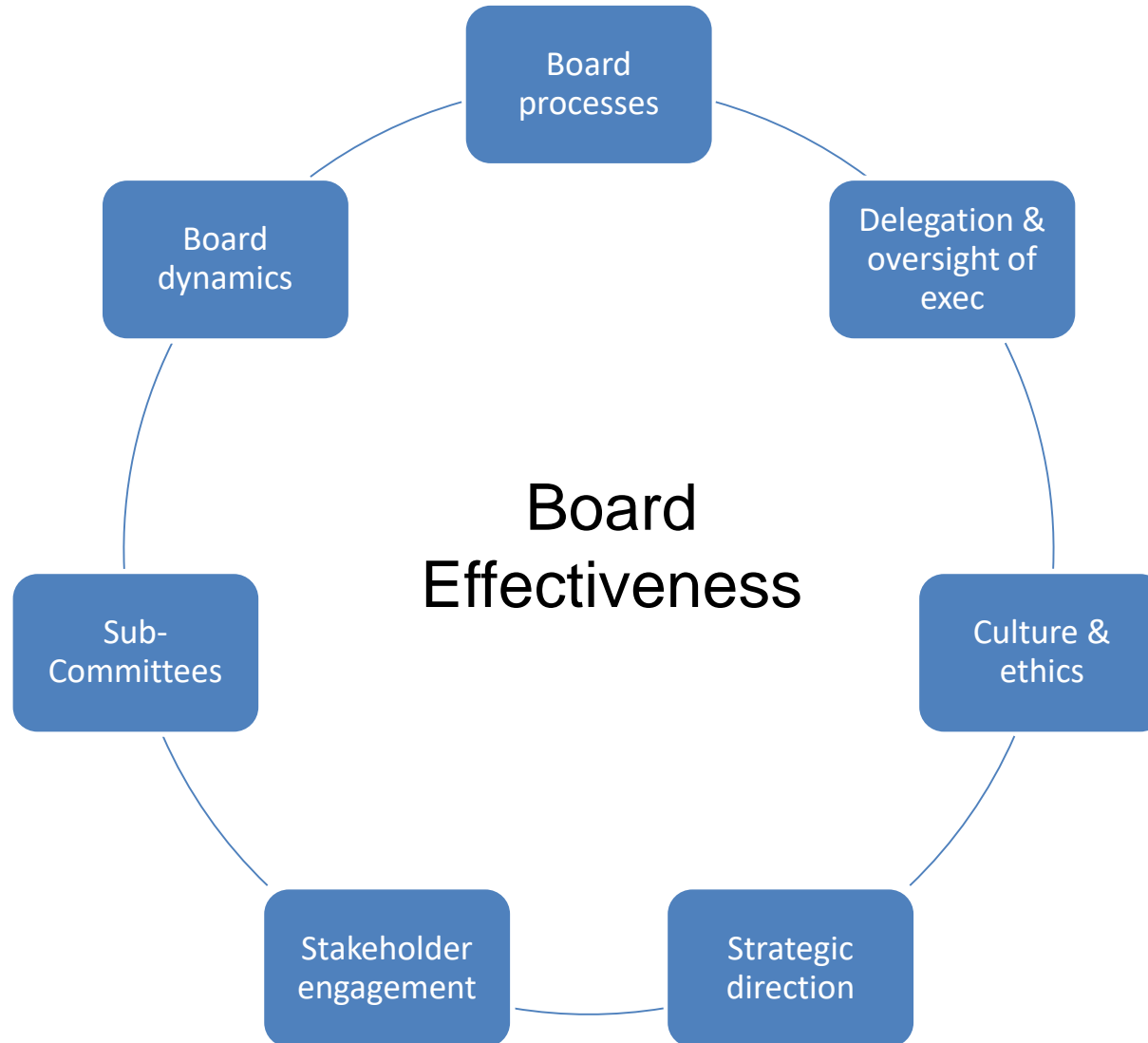
# Board Dynamics: why it matters & practical tips for improving it

5 June 2018

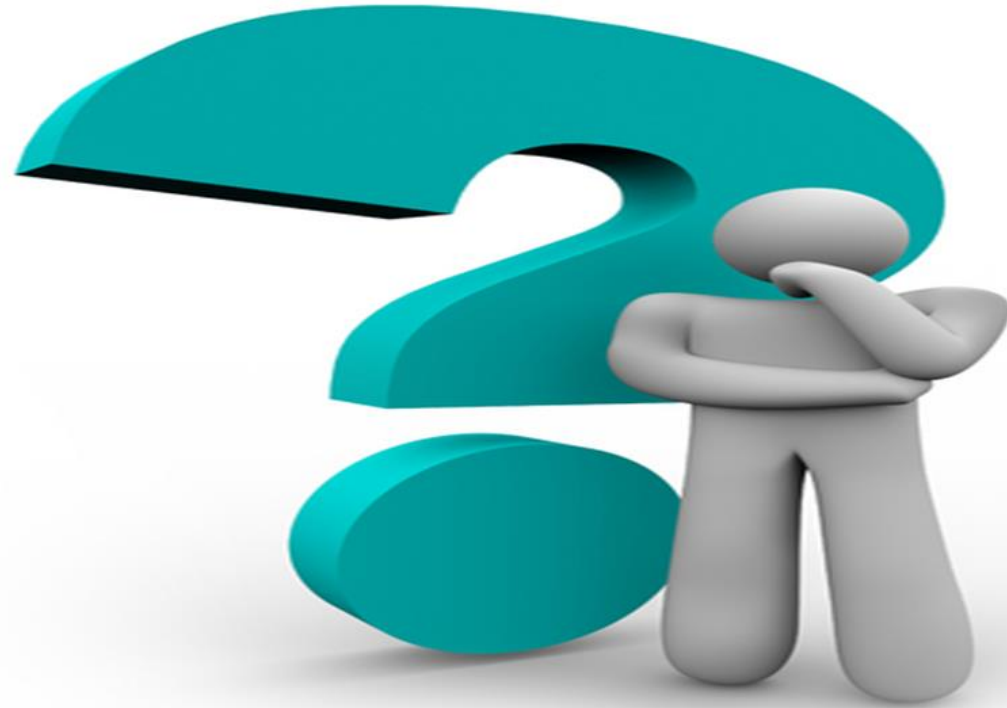
**Lucy McClements**

Director, BP&E Global Ltd

# Where does it fit?

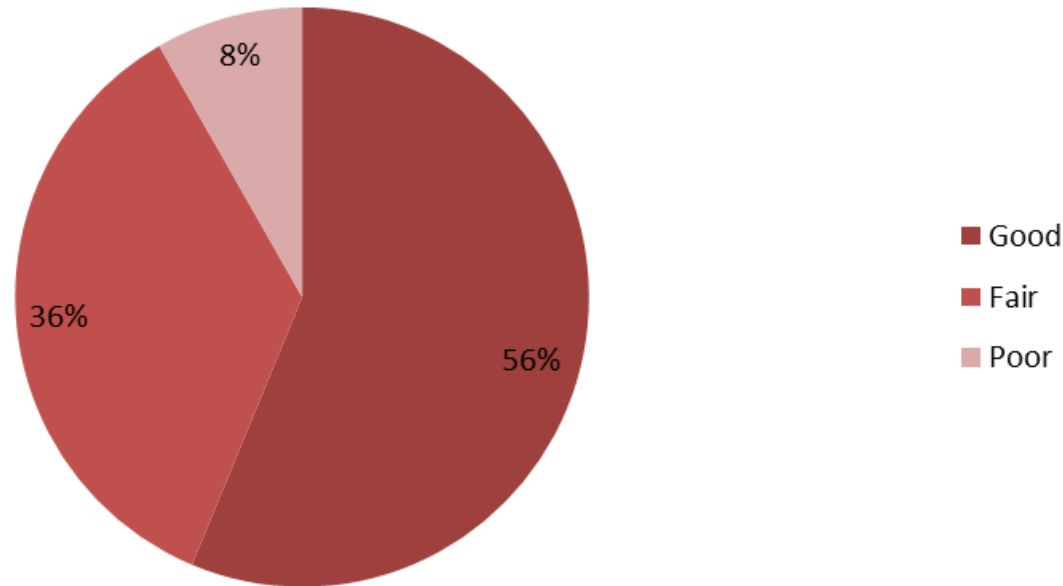


# Why does good Board Dynamics matter?



# BP&E Global Research findings

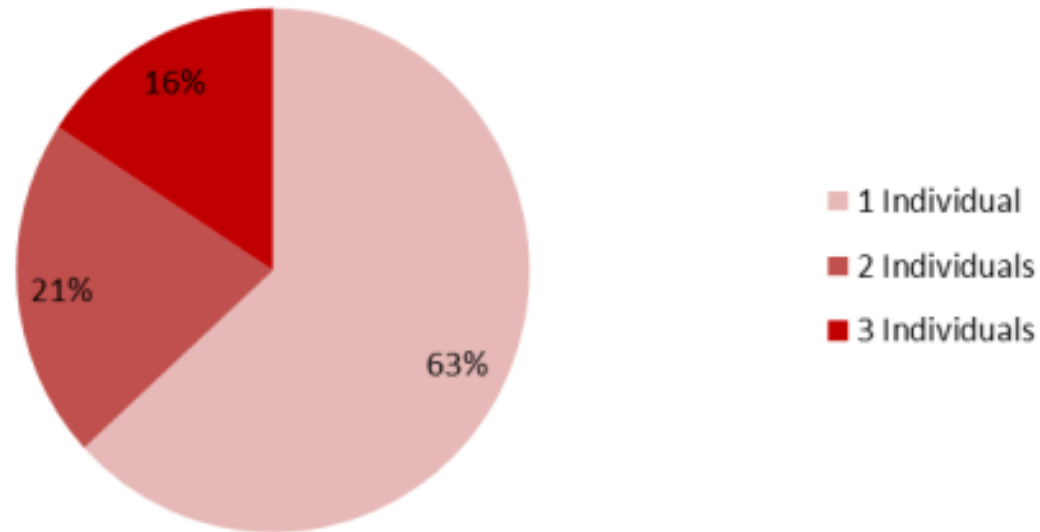
Board Application of EQ



*“The real test is simple: Is challenge listened to? Is it acted upon? Or, is there a challenge to your challenge? - i.e. discussion and debate which is perfectly in order.”*

# BP&E Global Research findings

Board Dynamics:  
Where there is a dominant presence, how many individuals dominate the meeting?



Only 54% said that ALL Board members present add value.

# Tips for improving Board Dynamics

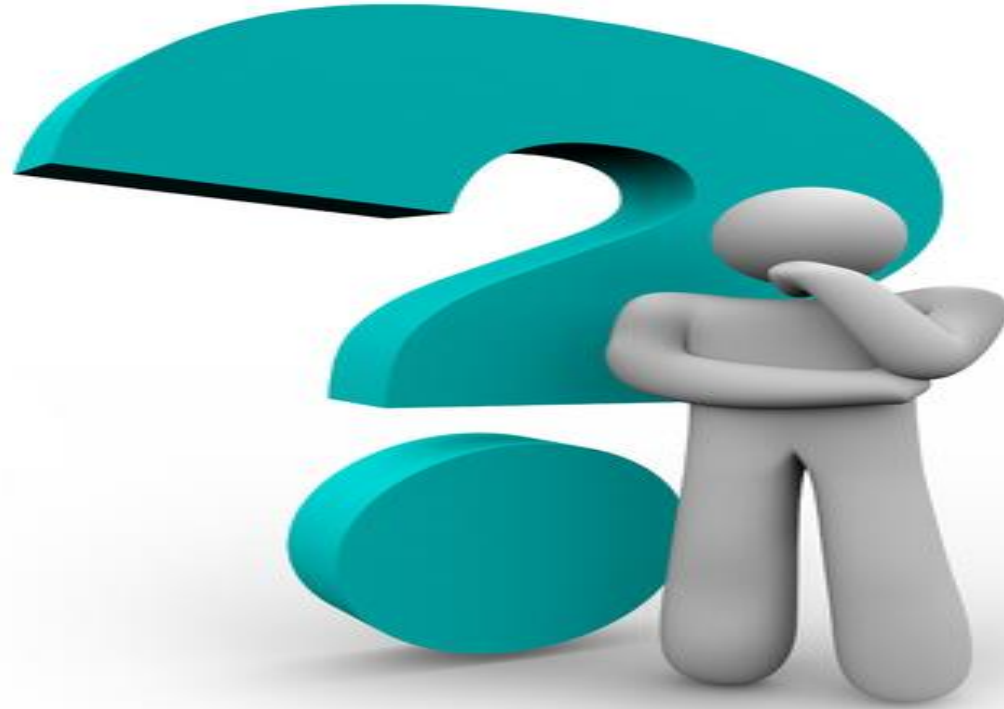
- 🌐 Consider your physical surroundings incl who sits where
- 🌐 Too many 'attendees'?
- 🌐 Improvements in Board processes?
- 🌐 Greater diversity?
- 🌐 Opportunities for individual and collective feedback
- 🌐 Behaviour and approach of the Chairperson
- 🌐 Team building/ psychological profiling events
- 🌐 Informal discussions outside the Boardroom setting e.g. dinners

# Discussions Outside the Boardroom



- 🌐 Coercion or ‘sales pitch’
- 🌐 Decisions made by one or more people outside Boardroom
- 🌐 No record of conversation or decision
- 🌐 Lack of process or governance
- 🌐 Lack of quorum
- 🌐 Alienation of others / politics

# Q & A





# Thank you

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