



Compassion | Ingenuity | Wisdom



Steering your organisation towards better performance

Measuring organisational efficiency and effectiveness

Improving society by improving business

Proud to be an award finalist in 2021, 2022 & 2023





about CoSteer®

We support you in enhancing your organisation's efficiency and effectiveness and their impact on performance by using our proprietary technology and assessment methodology.

With evidence-based practice, interdisciplinary research methods, and governance expertise, we measure three foundational and interconnected elements of performance:

Organisational culture
Decision-making, and
Decision implementation

Enhancing performance

Our propriety technology produces quantitative data providing strategic insights to demonstrate and monitor where you are on your performance journey. Multiple indicators emerge from our assessment tool and these can be used to implement an intelligent strategy to enhance your organisation's performance.

Regulatory environments

As well as the internal importance of good governance and how it can impact the culture and performance of an organisation; for listed and regulated firms, adherence to relevant codes is a key outcome, specifically compliance with particular rules and regulations.

Our indicators correlate to different aspects of various global corporate governance codes allowing companies to assess their alignment.

Independent analysis

Our assessment tool allows you to understand the impact of governance on your business performance and how improvements in these areas could directly enhance your financial performance. Furthermore, we enable you to undertake an anonymised comparison to peers in your sector, jurisdiction and country.

“The output is invaluable and, in my view, **a must have** for any organisation looking to measure and assess their leadership, culture, transparency and operational effectiveness.”

Arun Chauhan | Founder and MD of Tenet



Driven by **purpose**

Corporate Governance is an expectation of regulators around the world. Governance itself is widely recognised as a significant contributor to organisational performance. However, corporations continue to fail and ESG and sustainability is fast becoming a key driver or necessity for businesses.

As purpose emerges as being the core of effective governance, as noted by the International Organisation for Standardisation:

“The pursuit of purpose is at the centre of all organisations and is, therefore, of **primary importance for the governance** of organisations.

In addition, organisational culture is being pushed up the agenda for businesses and the UK Financial Reporting Council has been considering culture for some years, and recently published their 2021 report

...**good governance is aligned to a positive corporate culture**, and we have seen much more constructive engagement in the culture discussion as a result.

Supported by **values**

If purpose is the direction, then values and behaviours are the way we travel. They determine the framework that defines the way the people in your organisation communicate, think, decide and treat each other.

It's our values and the closeness that we behave to those values that most influences the culture that emerges and shifts in our organisations. How that happens is connected to our evolutionary needs as humans to belong and its belonging that has been shown to uplift organisational performance.

Guided by **leadership**

When **values** are lived through behaviours, this generates a **perception of trust** in leadership and this perception has been linked with **improved performance**.

What the research is clear on is that whilst purpose, values and behaviours are critical to developing a high performing organisation, it's how leaders exhibit those behaviours and encourage the envelopment of them throughout their organisation that then allows for the development of trust.

55%

57%

Our model

We believe that organisational performance is an outcome of effective governance. Enhanced governance leads to enhanced performance.

We believe humans are at the centre of all organisations and our communities. Improve one and you improve the other. We also acknowledge that there is a strong interconnected relationship between the quality of organisational performance and the quality of the society within which those organisations participate.



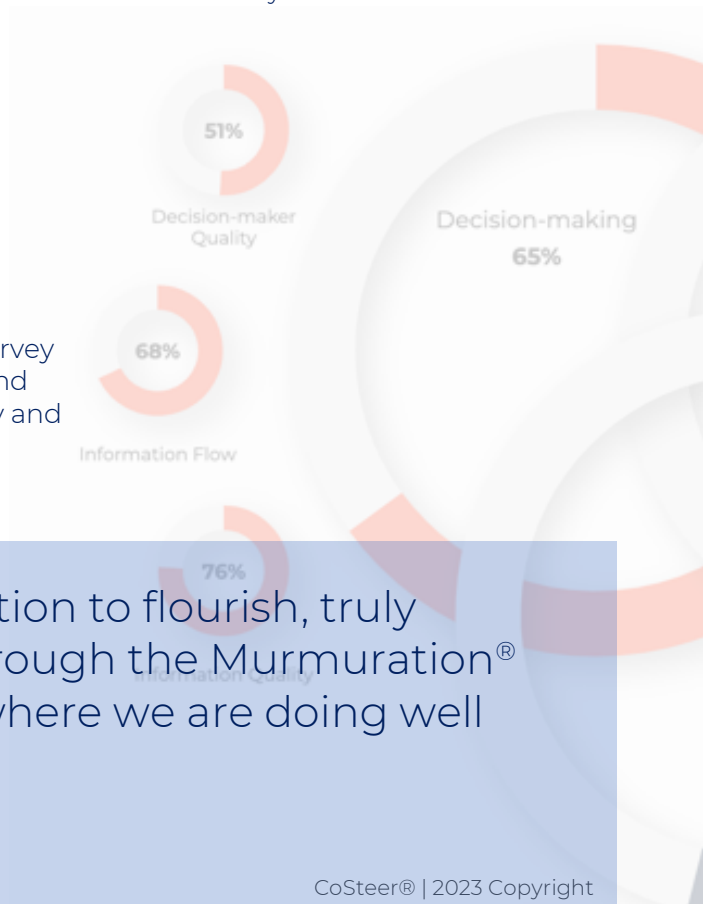
CoSteer's interconnected model of governance, which acknowledges the system of performance as inherently complex.

Our model proposes 27 factors, all of which influence the quality and effectiveness of governance. These range from the clarity of purpose, through the quality of information and communication, on to the robustness of your feedback and assurance processes.

Each of the factors are seen as both distinct, and also as part of an interconnected system.

Our measurement

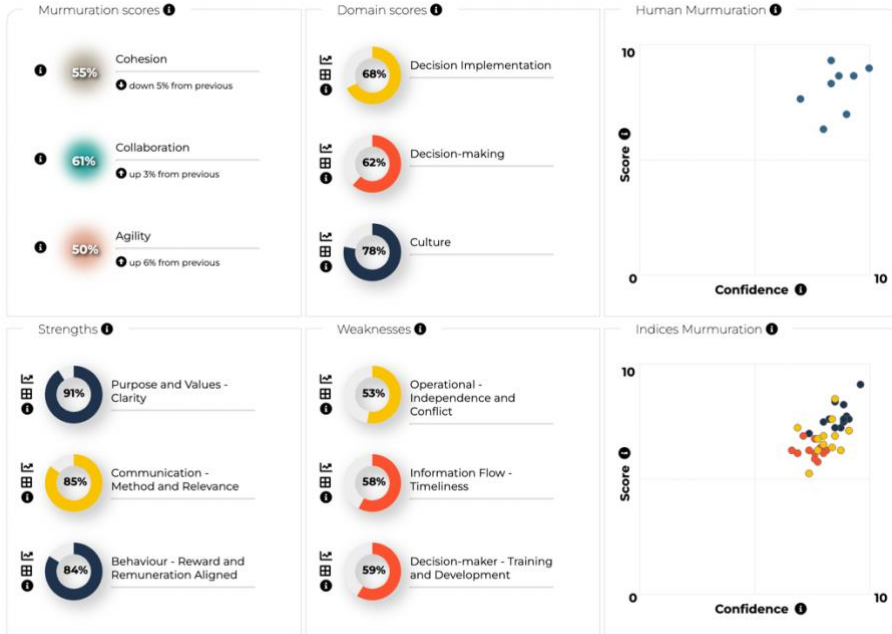
We have created a scientifically designed 36-statement survey instrument, which uses behavioural science, psychology and other aspects of human bias mitigation to improve validity and accuracy. It is modelled on the interconnected nature of governance.



We recognised that for our organisation to flourish, truly **working together is crucial** and through the Murmuration® platform we have been able to see where we are doing well and where changes are needed.

Our Murmuration® Platform

Enabling leadership to make informed strategic decisions about their governance and their culture in order to enhance organisational performance in the long-term.



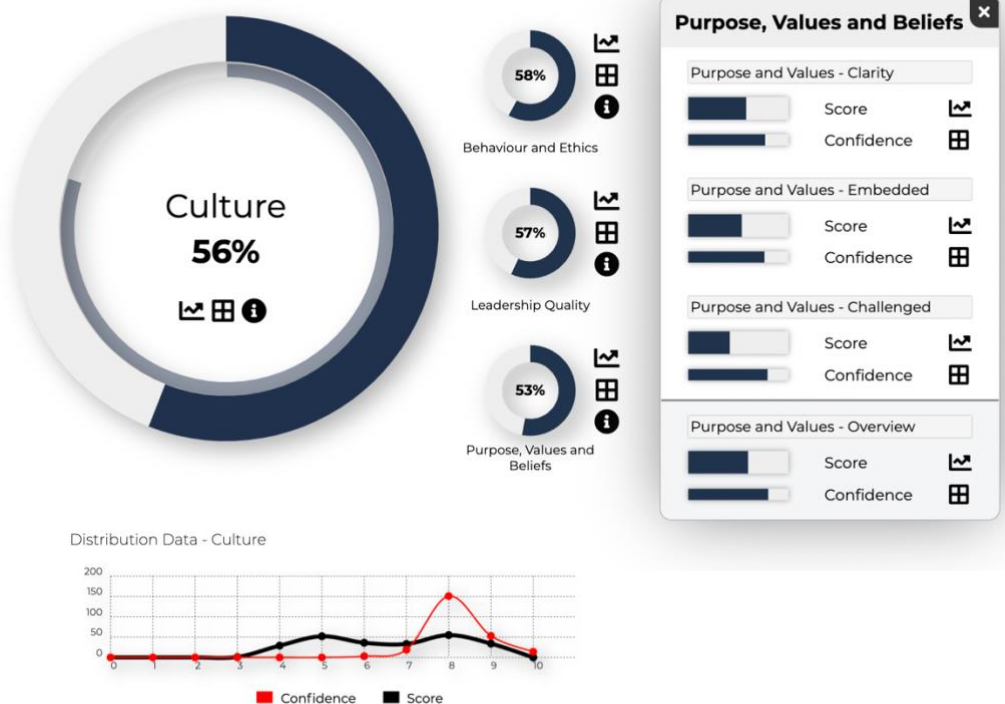
CoSteer's Murmuration® executive dashboard allows you to see your organisation like never before.

- Quantify your organisational culture and how it influences the quality of decision-making
- Understand your governance position and monitor it over time
- See and quantify your cohesion, collaboration and agility
- Track your strengths and weaknesses and how they shift over time
- Observe your people and the indices in murmuration

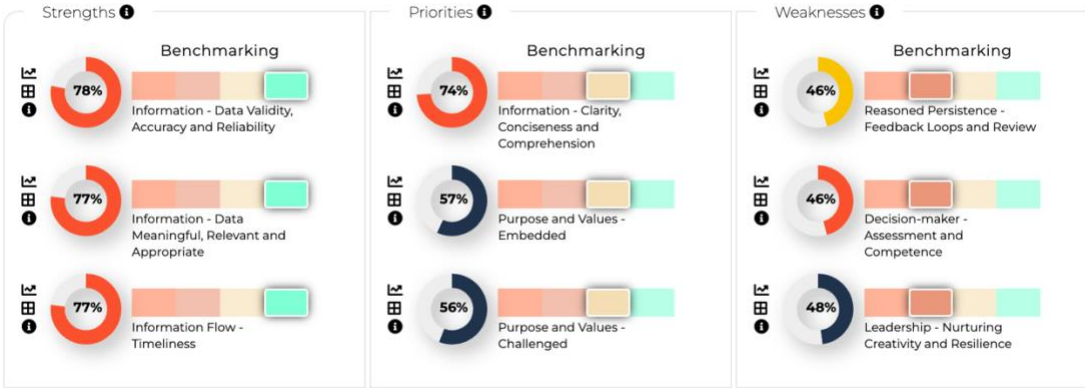
Interrogate your data using our intuitive filters and **dive deep** into your culture, purpose and ethics of your organisation

Our Murmuration® dashboard and interactive technology allows you to take deep dives inside your organisation.

- Drill into your organisational purpose and decision-making
- Look at the way your data is distributed across the responses from your people.
- Understand the scores and the confidence levels across and throughout your organisation
- Observe the perceptions of all your people on the quality of leadership, communication, decision-making and risk management.



Discover your **key strategic priorities** and influencers and where to focus your precious resource to maximum effect

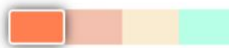


CoSteer's machine learning and AI uses mathematical modelling to provide you with the top three key influencers on your performance, giving you valuable information to support your allocation of precious resources

Influencers

Strengths and weaknesses are important to understand, however, to truly make proportioned returns on investment, the critical knowledge is around your key priorities. What are the key elements you should focus on to make the most impact; both on your governance, but also on your performance.

Benchmarking



Click to see what our maturity stages are.

Our analysis of your data indicates that you are in the <25% quartile. This is the **Early Stage** in our maturity model.

The interventions suggested under the **Priorities** section in your **Dashboard** will address this stage of your organisation's development of this area.

Benchmarking

Our proprietary technology uses machine learning to not only provide you with those priorities, but to also benchmark your data against our data universe. We then provide you with a 'CoSteer Maturity' stage.

Bring together the quality of your **governance**, the **engagement** of your people, and the **culture** and **inclusivity** of your organisation



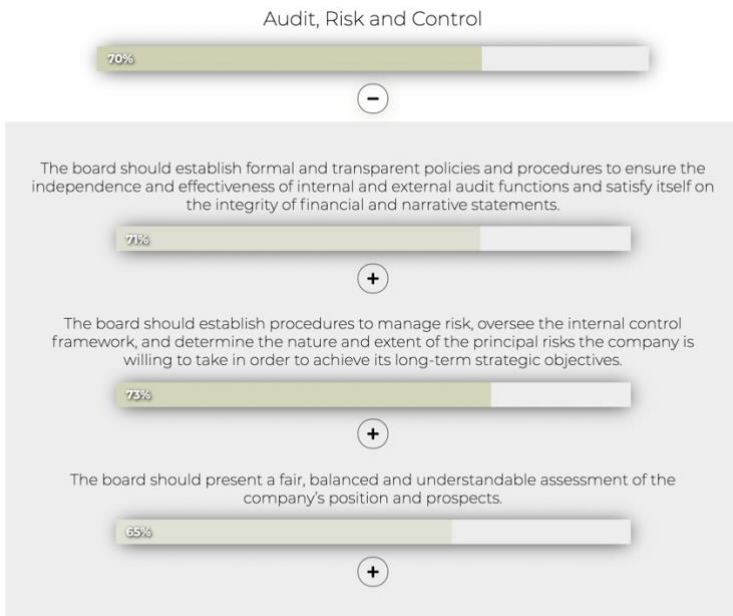
Corporate Governance has become a siloed element within organisations, detached from culture, people engagement and diversity & inclusion.

We bring them back together as one beautiful organisational system.

Bringing to life their interconnections and relationships.



Analyse and quantify your organisation's **compliance** against **corporate governance** codes from around the world



Compliance with corporate governance codes around the world is becoming increasingly complex and we have aligned our technology with these codes.

- Quantify your organisational compliance against governance codes
- Understand the elements which you should be working on to improve your compliance with corporate governance principles
- Drill down into each code and identify your strengths and weaknesses
- Switch between codes and look at your compliance across jurisdictions at a glance

Join us

We are seeking organisations to come on this journey of discovery with us.

You can become a **client**

You can become a **partner**

You can become a **practitioner**

You can also participate in our research and therefore contribute to developing a practical, more human and more scientific complexity approach to measuring organisational governance linked to purpose, values and behaviours and their interconnections.

The next step is to contact us, and we will help you through the next simple steps diya@costeer.co

We are excited to have you with us!



Proud to be leading on research with the Good Governance Academy