Steering your Board towards better performance

Measuring Board effectiveness, cohesion and agility

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

Improving society by improving business

about **Co**Steer®

We support you in enhancing your Board's effectiveness and 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 Board effectiveness:

Board culture
Decision-making, and
Oversight of Decision implementation

Enhancing performance
Board effectiveness is becoming increasingly critical in the performance of organisations. Our propriety technology produces quantitative data providing strategic insights to demonstrate and monitor the effectiveness of your Board. Multiple indicators emerge from our assessment tool and these can be used to implement an intelligent strategy to enhance your Board's performance.

Regulatory environments
Many regulatory frameworks require regular assessment of a Board's effectiveness. This is for good reason, as it's vital that a board consider closely and with critique, its performance. This is particularly important for listed and regulated firms, where adherence to and compliance with relevant codes is a key outcome.
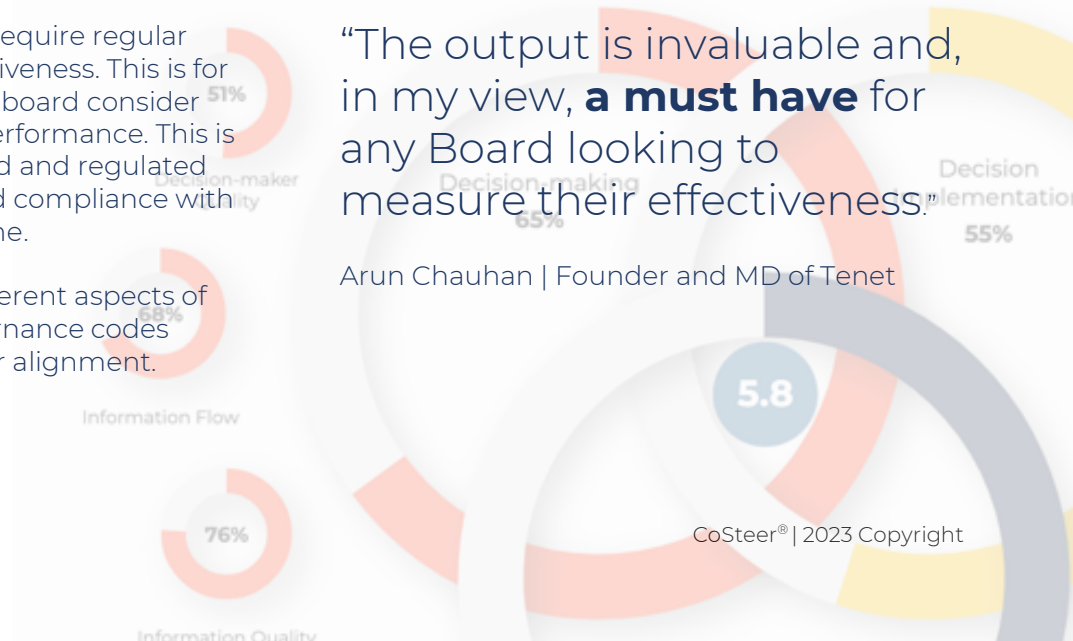
Our indicators correlate to different aspects of various global corporate governance codes allowing Boards to assess their alignment.

Independent analysis
Many board effectiveness frameworks lack externality and are often conducted internally by the board themselves. Our assessment tool allows you to interrogate your Board's effectiveness and consider key strategic areas of improvement. Furthermore, we can benchmark your data against others using our maturity model.

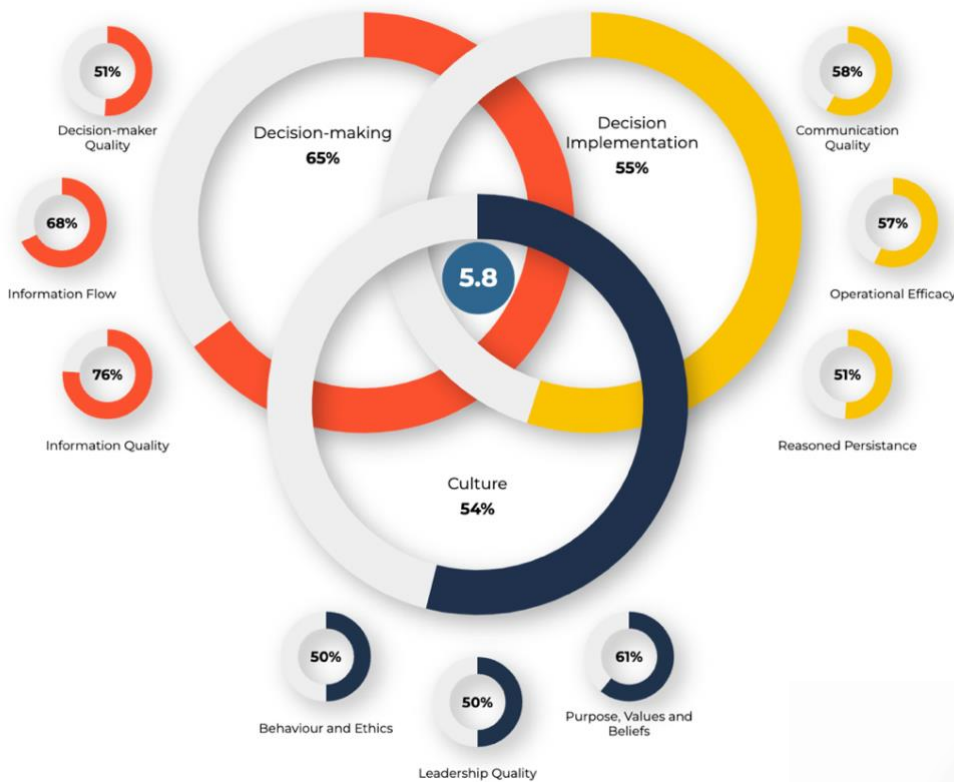"The output is invaluable and, in my view, **a must have** for any Board looking to measure their effectiveness."

Arun Chauhan | Founder and MD of Tenet

Our **model**

We believe that board effectiveness is an important contributor to organisational performance and that these both connect with governance, and 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 effectiveness of the board and organisational performance.

CoSteer's interconnected model of governance 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.
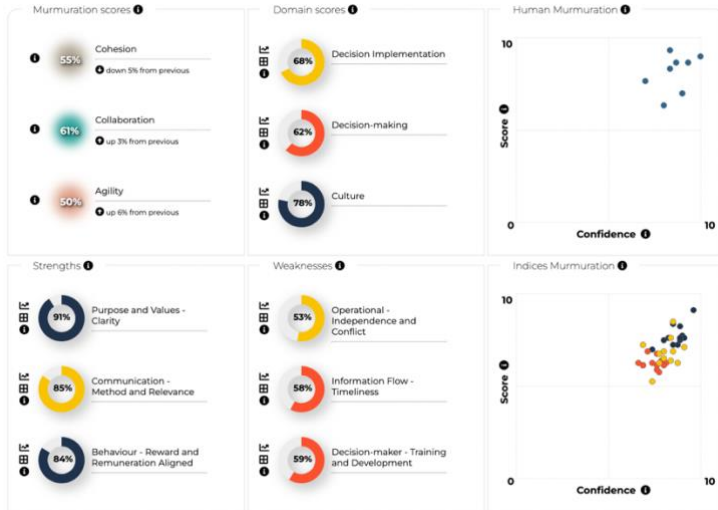
Our **measurement**

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.

Rachel Copeland | Bright Beginnings
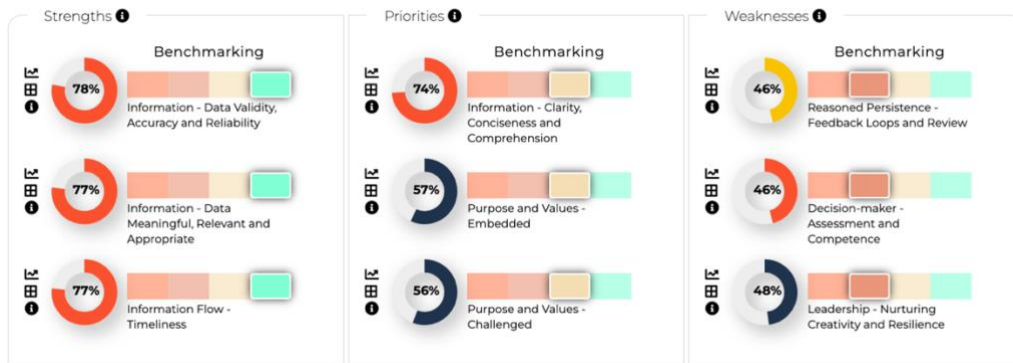
Our **Murmuration® Platform**

Enabling leadership to make informed strategic decisions about their effectiveness as a group in aspects such as decision-making and the oversight of the implementation of those decisions.

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

- Quantify your board effectiveness and how it influences the quality of your 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

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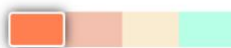

CoSteer's machine learning and AI uses mathematical modelling to provide you with the top three key influencers on your board's performance, giving you valuable information to support you allocation of precious resource.

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 as a board.

Our analysis of your data indicates that you are in the <25% quartile. This is the **Early Stage** in our maturity model.
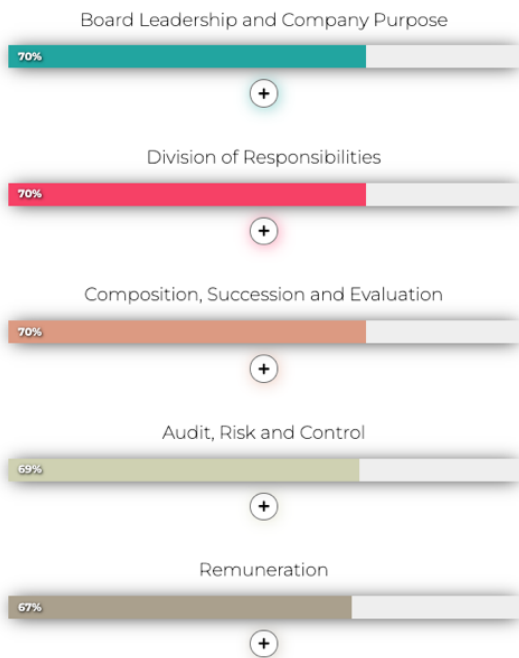
The interventions suggested under the **Priorities** section in your **Dashboard** will address this stage of your organisation's development of this area.

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.

Analyse and quantify your board's **effectiveness** against **corporate governance** codes from around the world

Alignment with   United Kingdom - Corporate Governance Code, 2018

Board Leadership and Company Purpose
70%

Division of Responsibilities
70%

Composition, Succession and Evaluation
70%

Audit, Risk and Control
69%

Remuneration
67%

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

- Quantify your board's compliance and effectiveness 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 your different jurisdictions at a glance

51%
Decision-maker Quality

Decision-making
65%

68%
Information Flow

5.8

76%
Information Quality

Culture
54%

Join us

We are seeking courageous boards and leadership teams 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 approach to measuring organisational governance linked to purpose, values and ethics and their interconnections.

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

We are excited to have you with us

Good Governance Academy —

Proud to be leading on research with the Good Governance Academy