

ENTERPRISE GOVERNANCE

Enabling sustained performance through good governance.

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Our approach to Enterprise Governance considers all facets of the organisation's governance. Each element is aligned to facilitate decision-making that is consistent with strategy, stated values and desired culture.

Our Purpose



We are innovators that lead from the front and use creative reasoning with advanced analytics to challenge established Board and Management mindsets and drive transformation. In this way, we enable our clients to execute their strategies and drive sustained performance through a holistic view of how their organisation is governed.

Our Profile



We are recognised as the predominant global experts in designing, implementing and optimising how an enterprise is governed and continually benchmark better practice Enterprise Governance. The combination of our experience, innovation and tools enables our clients to achieve enduring performance benefits by:

- Empowering and aligning their people;
- Understanding, monitoring and guiding their culture;
- Optimising decision-making, with the right people making decisions for the desired ends;
- Clarifying what everyone is accountable for and how their contributions are important; and
- Effectively managing risk with fit-for-purpose rules, processes and oversight that are easy to understand and implement.

Our Expertise



Good governance extends far beyond the boardroom. It is the means by which strategy is set and cascaded throughout the entire organisation. It determines how and why authority is exercised at all levels, and what accountabilities, requirements and assurance mechanisms apply. Done well, it enables delivery of the organisation's purpose and strategy. Done poorly, it frustrates its achievement.

Our innovative Enterprise Governance framework enables all facets of the organisation's governance to be considered in a holistic manner. Each element of our framework is aligned to the organisation's purpose and objectives to facilitate decisions that are consistent with the strategy, stated values and desired culture.

Governance Performance

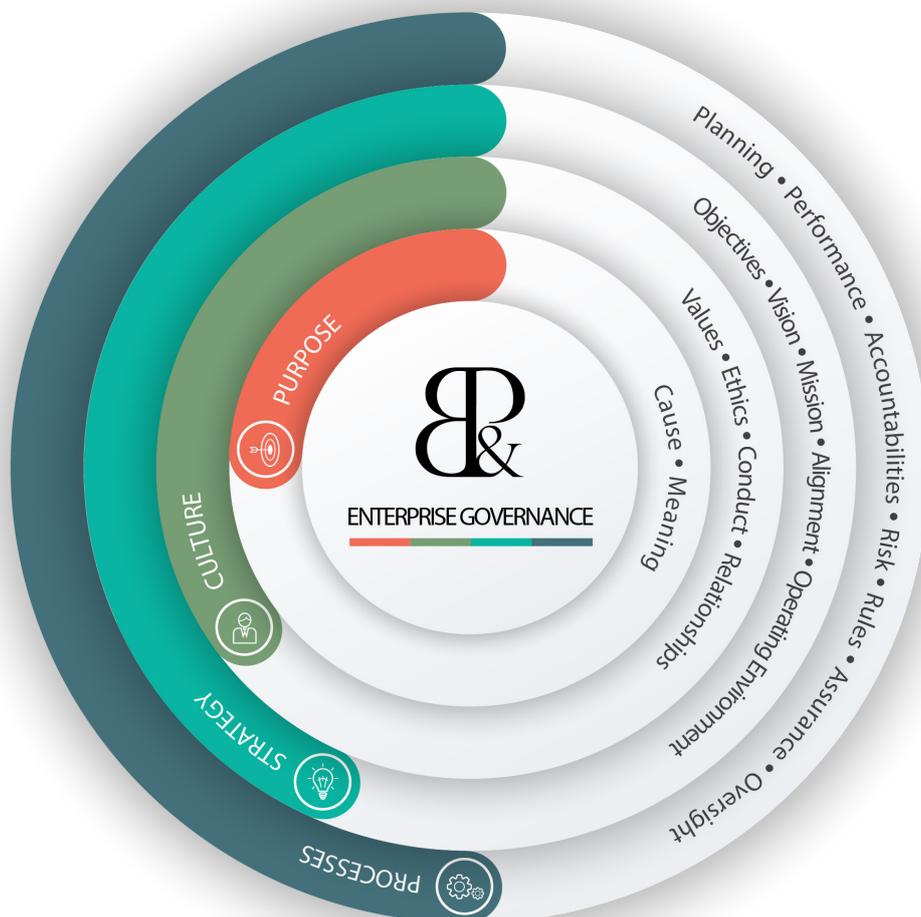


Good governance drives effective decision-making through clarity of who makes decisions, why and how. This is fundamental to every organisation's ability to achieve its objectives, yet rarely optimised.

At Blackhall & Pearl, we holistically assess the effectiveness, completeness and appropriateness of the organisation's governance and the extent to which it is enabling or frustrating the organisation's purpose, strategy and values, and the interplay between these elements.

This enables Directors and Executives to:

- Improve performance by better aligning effort with the desired outcomes;
- Eliminate waste and duplication;
- Reduce risk by focusing on the things that matter most;
- Assess, monitor and enhance organisational culture; and
- Make the organisation a better place to work in and work with.



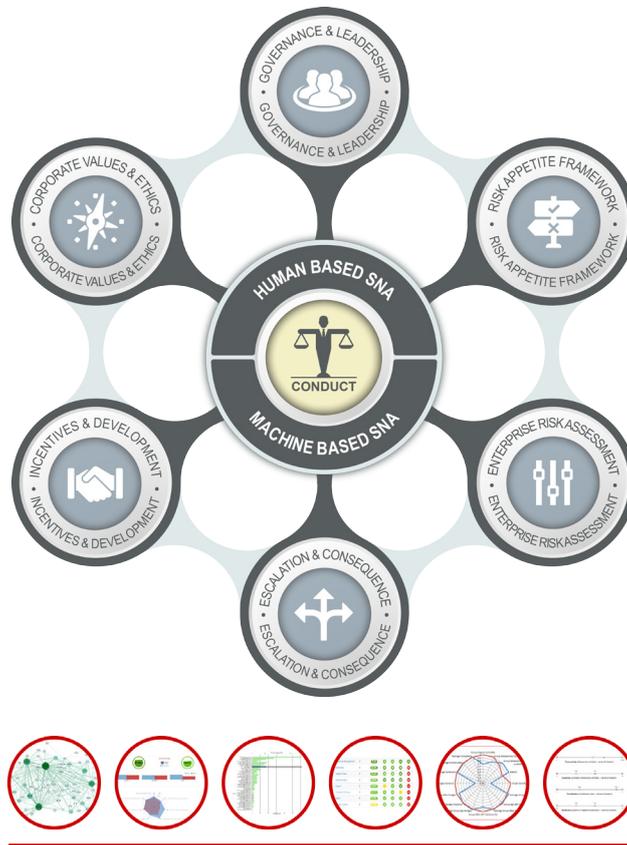
Organisational Culture



An organisation's purpose, stated values, decision-rights, rules and incentives all play important roles in shaping culture. Culture is also significantly influenced by peoples' social networks - the colleagues they interact with every day. At Blackhall & Pearl, our CONDUCT-iQ model assesses, aligns, shapes, benchmarks, predicts and monitors group culture and individual conduct.

Direct & Align: The peripheral components of the model direct and align culture throughout the whole organisation and are assessed by a Balanced Scorecard method.

Change & Ingrain: The central components of Human and Machine based SNA shape and ingrain conduct at the individual level and are assessed through a unique survey and proprietary algorithm.



Culture Pulse Dashboard



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