A well performing board is a keystone to successful 21st century trusteeship.

How effective is yours?

Why review?

The reasons to review the effectiveness of your pension trustee board are many and varied and can include:

1. Benefit from fresh perspectives & new ways of thinking
2. Demonstrate or improve governance practices
3. Create development & succession plans
4. Benchmark against others
5. Test adequacy of internal review processes
6. Address specific board issues
7. Assess operational & behavioural performance

Why review?
An effective board.

Excellent performance, leadership and board-related activities are driven by having the right purpose, the right people and the right procedures. Working in partnership with our clients, we focus on these three key elements in our board effectiveness reviews.

Assessment can be carried out using a variety of methods. The essential ingredient is to obtain a 360-degree perspective and most benefit is gained from an independent facilitated approach. Common assessment methods include:

- questionnaires
- practice v best practice check
- document review
- surveys
- structured interviews
- board meeting observation
- benchmarking comparison
- workshop
- adviser feedback

Our three-stage process is the ideal framework to enable a review, reflection and reporting cycle of activity.

We will work with you to provide feedback in report form analysing the results and highlighting areas where action is required with advice on best practice where appropriate. Ideally, this would be combined with a board workshop to ensure ongoing engagement and ownership of a prioritised action plan.
More in-depth analysis and recommendations can be provided when the following options are chosen:

<table>
<thead>
<tr>
<th>Document review</th>
<th>Meeting observation/interviews</th>
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</thead>
<tbody>
<tr>
<td>✓ Feedback on governance, delegations and operational framework</td>
<td>✓ Chair leadership</td>
</tr>
<tr>
<td>✓ Identify gaps in governance and compliance</td>
<td>✓ Strategic focus and objectives</td>
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<tr>
<td>✓ Practical tips on improving processes, information flow and procedures</td>
<td>✓ Team dynamics</td>
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<td>✓ Value of adviser contribution</td>
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<td>✓ Decision making effectiveness</td>
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Independent expert reviews.

Tailored to meet your specific needs, our independent, impartial and objective trustee board effectiveness reviews combine knowledge and experience from experts in two critical areas:

- **Pensions**
  - trusteeship
  - member issues
  - the Pensions Regulator
  - conflicts of interest
  - funding & investment
  - compliance

- **Boards**
  - strategy & direction
  - board dynamics
  - corporate governance
  - member selection
  - performance assessment

Strongly performing pension scheme board

Trustee executive services.
Design your review.

Reviewing the effectiveness of your pension trustee board is more than just good governance.

About PSGS.

We are a professional trustee company offering a full range of services to pension schemes, including independent trusteeship, scheme secretarial services, board effectiveness, outsourced pensions management and adviser reviews.

About NEDA.

The Non-Executive Directors’ Association is a member organisation established in 2007 to represent and support NEDs. It provides training, education, mentoring and advisory services to individuals, boards and organisations, across all sectors.

Get in touch to talk through how we can design a review to meet your particular objectives.

Where can I find out more?

Find out more by contacting:

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