Training Course on Leading High-Performing Boards

Professional Development Training Course Outline

Category	CEOs and Directors	**Duration**	10 Days
Base Fee	$3,000 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Training Course on Leading High-Performing Boards provides **senior leaders**, **board members**, and **aspiring directors** with the essential knowledge, practical skills, and cutting-edge frameworks required to foster **high-performing boards** that drive **organizational success** and **sustainable growth**. In today's rapidly evolving global landscape, effective **corporate governance** and dynamic **board leadership** are paramount for navigating complex challenges, seizing strategic opportunities, and ensuring **stakeholder value**. This program will equip participants to transform their board's effectiveness, enhance **strategic oversight**, and cultivate a culture of **accountability** and **innovation**.

Participants will gain a deep understanding of **board dynamics**, **fiduciary duties**, and **best practices** in **governance**. Through interactive sessions, **real-world case studies**, and practical tools, attendees will develop the competencies to lead impactful discussions, make informed decisions, and champion ethical conduct. This course emphasizes the critical role of a well-functioning board in **risk management**, **strategic planning**, and fostering a **positive organizational culture**, ultimately positioning their organizations for long-term resilience and competitive advantage in a complex business environment.

Programme Curriculum

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Course Duration

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Course Objectives

1. Develop advanced skills in **strategic oversight** and **board-level decision-making** to drive organizational vision and long-term value creation.
2. Implement proven frameworks and methodologies to assess and enhance overall **board performance**, fostering a culture of **continuous improvement**.
3. Understand and integrate **Environmental, Social, and Governance (ESG)** factors into board strategy, compliance, and reporting for sustainable impact.
4. Equip boards with the knowledge and tools for effective **digital transformation oversight**, cybersecurity governance, and data privacy.
5. Foster a **psychologically safe** and **inclusive boardroom environment** that encourages constructive challenge, diverse perspectives, and robust debate.
6. Develop sophisticated **risk management** and **crisis leadership** capabilities to anticipate, mitigate, and respond to emerging threats.
7. Implement strategic **CEO and board succession planning** processes to ensure leadership continuity and talent pipeline development.
8. Master effective **stakeholder engagement strategies** to balance diverse interests and build trust with investors, employees, customers, and communities.
9. Improve the quality and clarity of **board reporting**, financial oversight, and adherence to evolving **regulatory compliance** standards.
10. Embed a strong **ethical culture** and promote integrity, accountability, and responsible conduct across all levels of the organization.
11. Explore and utilize **board management software** and digital tools to streamline operations, enhance communication, and improve efficiency.
12. Develop strategies for building **board resilience** and adaptability in the face of economic volatility, geopolitical shifts, and market disruptions.
13. Implement **key performance indicators (KPIs)** and evaluation mechanisms to measure the tangible impact of board decisions on organizational outcomes.

Organizational Benefits

- Boards will be better equipped to provide astute strategic guidance, leading to clearer organizational vision and more effective execution.
- Strengthened capabilities in identifying, assessing, and managing organizational risks, reducing potential liabilities and safeguarding assets.

- Fosters a culture of robust oversight, clear reporting, and ethical conduct, building trust with all stakeholders.
- Leads to more informed, timely, and impactful board decisions that drive business growth and competitive advantage.
- A high-performing, well-governed board enhances the organization's reputation and attracts investment, talent, and partnerships.
- Effective board leadership directly contributes to improved financial performance and long-term value creation for shareholders.
- Develops a robust pipeline for CEO and board leadership, ensuring stability and continuity during critical transitions.
- Boards will be better positioned to embrace emerging trends, champion innovation, and guide the organization through disruptive change.
- The board's commitment to good governance sets the tone for a healthy, ethical, and high-performing culture throughout the organization.

Target Audience

1. Current Board Chairs and Vice-Chairs
2. Experienced Non-Executive Directors (NEDs)
3. Aspiring Board Members and Future Leaders
4. C-Suite Executives (CEOs, CFOs, COOs, CHROs, General Counsel) who interact with boards
5. Company Secretaries and Governance Professionals
6. Heads of Governance, Risk, and Compliance (GRC)
7. Senior Executives being groomed for board roles
8. Family Business Owners and Directors looking to formalize governance

Course Outline

Module 1: Foundations of High-Performing Board Governance

- Defining the modern board's purpose and evolving landscape.
- Understanding core corporate governance principles and frameworks
- Distinguishing between governance and management roles and responsibilities.
- Legal and ethical duties of directors: Duty of Care, Duty of Loyalty, Duty of Obedience.
- **Case Study:** Analyzing the governance failures of a major corporation and lessons learned.

Module 2: Board Composition, Structure, and Dynamics

- Optimizing board diversity for enhanced decision-making.
- Designing effective board committees (Audit, Remuneration, Nomination, ESG).
- Role of the Chair and Lead Independent Director in shaping board culture.
- Navigating boardroom personalities and fostering constructive debate.
- **Case Study:** Examining how a diverse board composition contributed to strategic shifts and growth.

Module 3: Strategic Oversight and Value Creation

- The board's role in shaping, approving, and monitoring organizational strategy.
- Translating strategic intent into measurable outcomes and KPIs.
- Balancing short-term performance with long-term sustainable value.
- Overseeing M&A, capital allocation, and major strategic initiatives.

- **Case Study:** Deep dive into how a board effectively guided major strategic expansions or pivots.

Module 4: Risk Management and Crisis Leadership

- Establishing a robust enterprise risk management (ERM) framework.
- Board's role in overseeing financial, operational, reputational, and cybersecurity risks.
- Developing effective crisis communication and response plans.
- Stress testing board decisions against potential adverse scenarios.
- **Case Study:** Analyzing a major corporate crisis (e.g., Boeing 737 MAX, BP Deepwater Horizon) and the board's response and learning points.

Module 5: Financial Acumen and Oversight

- Understanding financial statements, key ratios, and performance metrics.
- Budgeting, financial planning, and capital expenditure oversight.
- Internal controls, audit processes, and auditor independence.
- Detecting financial irregularities and fostering financial integrity.
- **Case Study:** Reviewing the financial statements and audit committee reports of a listed company to identify key insights and potential red flags.

Module 6: CEO and Executive Succession Planning

- Developing a strategic approach to CEO and executive succession.
- Identifying and developing internal talent pipelines for leadership roles.
- Managing transitions: onboarding, mentoring, and performance evaluation.
- Contingency planning for unexpected leadership changes.
- **Case Study:** Examining the succession planning successes (e.g., GE under Jack Welch to Jeff Immelt, or failed transitions) and the board's role.

Module 7: Stakeholder Engagement and Communications

- Identifying key stakeholders and understanding their expectations.
- Effective communication strategies for investors, employees, customers, and regulators.
- Managing activist shareholders and navigating proxy battles.
- Building trust and reputation through transparent stakeholder relations.
- **Case Study:** Analyzing a company's response to significant shareholder activism or a major public relations crisis.

Module 8: Board Effectiveness Reviews and Self-Assessment

- Methodologies for conducting board and individual director evaluations.
- Using evaluation results for continuous improvement and development.
- Benchmarking board performance against industry best practices.
- Addressing underperformance and enhancing individual director contributions.
- **Case Study:** Workshop on a sample board effectiveness questionnaire and developing an action plan based on hypothetical results.

Module 9: ESG and Sustainability Governance

- Integrating Environmental, Social, and Governance (ESG) considerations into board strategy.
- Oversight of climate risk, human capital, diversity, and ethical supply chains.
- ESG reporting frameworks and stakeholder expectations
- Driving sustainable business models and long-term value.

- **Case Study:** Analyzing a company's ESG report and discussing the board's role in its development and oversight (e.g., Unilever, Patagonia).

Module 10: Digital Governance and Technology Oversight

- Board's role in digital transformation strategy and oversight.
- Cybersecurity governance and data privacy responsibilities.
- Emerging technologies (AI, blockchain) and their implications for governance.
- Leveraging technology to enhance board operations and communication.
- **Case Study:** Discussing a major data breach (e.g., Equifax, Marriott) and the board's accountability and response.

Module 11: Boardroom Culture and Psychological Safety

- Building a culture of trust, open dialogue, and constructive dissent.
- Promoting psychological safety to encourage diverse viewpoints.
- Conflict resolution and consensus-building techniques in the boardroom.
- The impact of informal board dynamics on performance.
- **Case Study:** Role-playing a challenging board discussion to practice fostering an open and respectful environment.

Module 12: Regulatory Compliance and Legal Responsibilities

- Staying abreast of evolving corporate law and regulatory landscapes.
- Understanding fiduciary duties and avoiding personal liability.
- Compliance programs, internal controls, and whistleblower protection.
- The board's role in anti-bribery and corruption (ABC) measures.
- **Case Study:** Reviewing a hypothetical regulatory violation scenario and developing a compliant board response.

Module 13: Board Meeting Excellence

- Crafting effective agendas and pre-read materials for productive meetings.
- Facilitating engaging discussions and ensuring all voices are heard.
- Effective minute-taking and capturing key decisions and action items.
- Post-meeting follow-up and accountability.
- **Case Study:** Analyzing a series of board meeting minutes to identify areas for improvement in structure, focus, and effectiveness.

Module 14: International Governance and Cross-Cultural Boards

- Understanding different governance models .
- Navigating cultural nuances in international boardrooms.
- Challenges and opportunities of cross-border governance.
- Best practices for effective international board collaboration.
- **Case Study:** Comparing governance structures and practices in two different global regions (e.g., US vs. Germany, or UK vs. Japan).

Module 15: Future of Boards: Trends and Innovations

- The evolving role of the board in an era of rapid change.
- Impact of AI, automation, and big data on board decision-making.
- The rise of purpose-driven boards and stakeholder capitalism.
- Anticipating future governance challenges and opportunities.

- **Case Study:** Brainstorming how a hypothetical board would adapt to a significant future trend (e.g., widespread AI integration, extreme climate events).

Training Methodology

This course utilizes a highly interactive and practical training methodology designed to maximize learning and retention. It combines:

- **Expert-Led Presentations:** Engaging sessions delivered by seasoned governance professionals and experienced board directors.
- **Interactive Discussions:** Facilitated group discussions to encourage peer learning and sharing of best practices.
- **Real-World Case Studies:** In-depth analysis of diverse corporate scenarios to apply theoretical concepts to practical challenges.
- **Role-Playing & Simulations:** Hands-on exercises to practice critical board behaviors and decision-making under pressure.
- **Group Exercises & Workshops:** Collaborative activities to develop solutions and frameworks applicable to participants' own organizations.
- **Q&A Sessions:** Opportunities for direct interaction with instructors and expert insights.
- **Practical Tools & Templates:** Provision of actionable resources for immediate application in board roles.
- **Peer-to-Peer Networking:** Opportunities to connect and learn from a diverse group of fellow board leaders.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	04 Dec 2026	Online	$2,000
23 Nov 2026	04 Dec 2026	Physical	$3,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$9,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$12,000

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