

# BOARD EVALUATIONS

## CGIUKI-ACCREDITED BOARD PERFORMANCE REVIEWS

Independent, tailored evaluations rooted in behavioural insight and over 20 years of experience developing effective boards.



**ACCREDITED  
BOARD REVIEWER**

[www.geniusboards.co.uk](http://www.geniusboards.co.uk)

# OUR BOARD REVIEW SERVICES

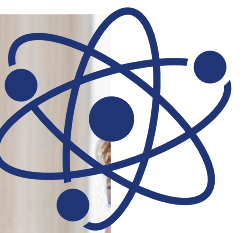
## GOVERNANCE + BEHAVIOUR = HIGH-PERFORMING BOARDS

A highly effective board adds value to every layer of the organisation — from executive leadership to external stakeholders. Effectiveness doesn't happen by accident.

Our Board Performance Reviews deliver:

- Identify behavioural and governance improvements
- Align board practices with strategic objectives
- Deliver real, actionable change — not just a report
- Address decision-making and support to achieve the best decisions

Whether your organisation is listed, regulated, private, or not-for-profit, our reviews support stronger leadership, sharper oversight, and more cohesive governance.



# WHO WE ARE

## INDEPENDENT AND ACCREDITED

Genius Boards is a leading independent provider of board performance reviews, serving clients across the UK and internationally.

We are:

- ✓ An **accredited board reviewer** by The Chartered Governance Institute UK & Ireland (CGIUKI) for our depth, rigour, and independence
- ✓ An **approved training** provider for CGIUKI
- ✓ **ISO 37000:2021 accredited** – recognised for excellence in governance systems and practices under the International Standard for Governance of Organisations
- ✓ Experts in board dynamics, governance, and behavioural risk
- ✓ Trusted by listed and unlisted companies, family owned businesses, multi-jurisdictional and public bodies

Genius reviews are interactive, addressing your unique combination of circumstances and deeply insightful. Recommendations are valuable and in context to be your best.



# OUR REVIEW OPTIONS

## FLEXIBLE, SCALABLE SOLUTIONS

We offer a range of Board Performance Review options tailored to the scale, complexity, and goals of your board.

All levels are customisable and built on a modular framework. Our services are designed to be proportionate, confidential, and outcome-focused.



## ►► FULL SPEC

Comprehensive governance review including interviews, peer reviews, director appraisals, questionnaires, meeting observation, and key role assessments. Ideal for listed, complex, or entrepreneurial boards.

## ►► TAILORED

In-depth interviews and meeting observations, with focused reviews of key roles. Designed to deliver deep insight and strong value within a set budget, with an in-depth report.

## ►► LIGHT TOUCH

A streamlined review ideal for smaller boards or interim check-ins. Includes a reduced number of interviews, light-touch observation, and a clear report with practical recommendations.

## ►► QUESTIONNAIRE ONLY

Ideal for boards seeking data-driven insight on a budget. Includes structured questionnaires, analysis, and a focused report with recommendations to support improved outcomes.

# REVIEW OPTIONS COMPARISON

**TAILORED TO THE SCALE, COMPLEXITY AND GOALS OF YOUR BOARD**

	Full Spec	Tailored	Light Touch	Questionnaire
	Large, listed, FS Regulated or complex organisations seeking in-depth review	Mid-size boards or those seeking a focused external review	Boards wanting a snapshot or interim review	Boards conducting a low-intervention or internal review supported externally
<b>Detailed review of organisation</b>	✔	✔	✔	✔
<b>Confidential 1:1 interviews</b>	✔ (Chair, CEO, Directors, Stakeholders, Exec., CoSec)	✔ (Chair, Directors, Executives, CoSec)	✔ (Chair, selected Directors, CoSec)	
<b>Board, Committee &amp; Governance Questionnaires</b>	✔			✔
<b>Additional Governance Focus</b>	✔	✔		✔
<b>Director self-appraisal</b>	✔	✔	✔	✔
<b>Skills &amp; capabilities assessment</b>	✔	✔	✔	✔
<b>Peer review of Directors</b>	✔			
<b>Review of Chair &amp; CEO</b>	✔	✔ (Chair only)	✔ (Chair only)	✔ (Chair only)
<b>Review of other roles (e.g. SID, CoSec)</b>	✔			
<b>Board &amp; Committee Observations</b>	✔ (Main Board & All Committees)	✔ (Main Board & Key Committees)	✔ (Main Board)	
<b>Feedback meetings with Chair &amp; CoSec</b>	✔	✔	✔	✔
<b>Individual Director appraisals</b>	✔			
<b>Written report with recommendations</b>	✔ (Full written report with data insights)	✔ (Full written report)	✔ (Insights and Recommendations)	✔ (Quantitative report)
<b>Governance Plan &amp; Delivery Support</b>	✔			

# HOW WE ASSESS BOARD EFFECTIVENESS

Boards often focus on compliance and structure, but true effectiveness also includes the dynamic between people, leadership, and behaviours.

Our Board Performance Reviews are built around Genius Boards' proprietary **Five15 Board Effectiveness Model** — a framework grounded in over 20 years of boardroom insight.

The model explores five key domains, each with three critical components, providing 15 powerful indicators of board performance.

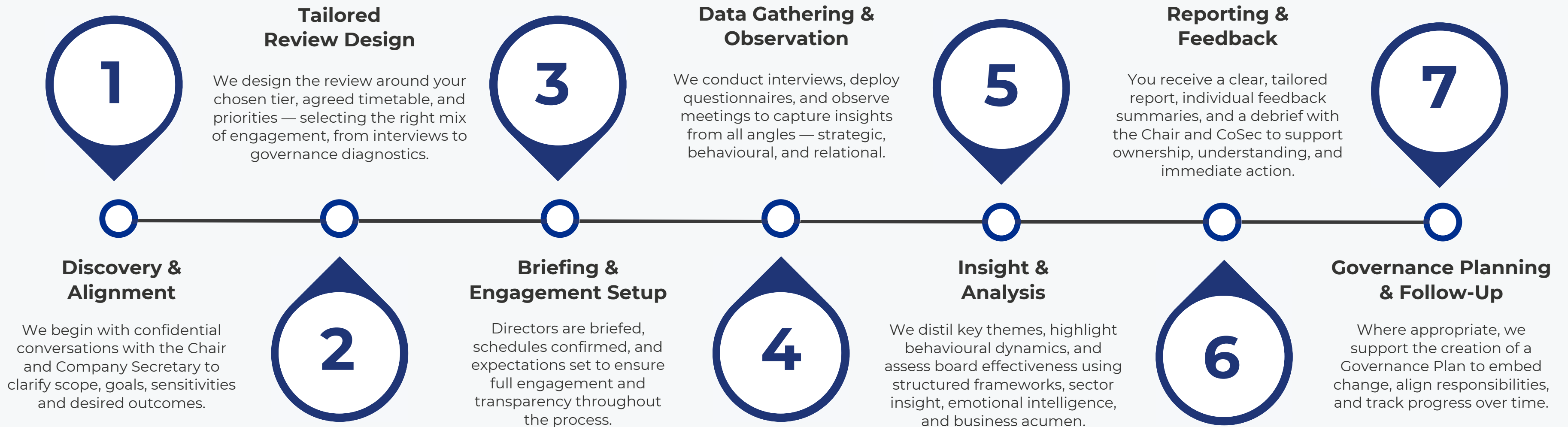
- **Structure** – How the board is configured and complies with best practice.
- **Demographics** – What each director brings: time, skills, networks.
- **Attributes** – How directors behave and contribute as individuals.
- **Leadership** – How the Chair, CEO, Committee Chairs, and CoSec shape the board.
- **Board Dynamics** – The culture, cohesion, and challenge that emerge from how the board works together.

These dimensions work together to help us assess what's working, where risks lie, and where performance can improve.



# OUR 7-STEP BOARD EVALUATION JOURNEY

Every board is different — so every review is built around your board’s unique context, maturity, and goals. Our evaluations are fully facilitated and led by senior specialists, ensuring practical outcomes and trusted insight at every step.



# MEET YOUR LEAD EVALUATOR

## Sharon Constançon

### CHARTERED DIRECTOR | EVALUATOR | EDUCATOR

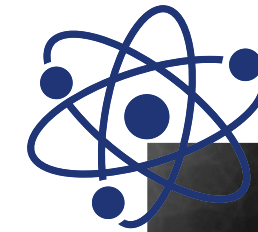
Sharon Constançon is a Chartered Director, Chartered Secretary, and MBA with over 20 years' experience evaluating boards across sectors and jurisdictions.

She is an accredited board evaluator (CGIUKI), ISO 31000 certified in the Governance of Organisations, and a Chartered Member of the Chartered Institute for Securities and Investment (CISI).

A trusted advisor to Chairs, Directors, and governance professionals, Sharon brings strategic clarity, behavioural insight, and practical rigour to every engagement.

She has held roles as Chair, Non-Executive Director, and Trustee, and contributed to the Brawn Review presented to the House of Lords.

She also lectures in Boardroom Dynamics, mentors board leaders, champions the role of the Company Secretary, and contributes to governance thought leadership through the Risk Coalition, the Corporate Governance Institute, and the Worshipful Company of Chartered Secretaries and Administrators.



# WHY CHOOSE US?

**WE BRIDGE THE GAP BETWEEN GOVERNANCE THEORY AND REAL BOARDROOM BEHAVIOUR**



## Behaviour-First Approach

We focus on how boards actually think, behave, and decide — surfacing interpersonal dynamics, Chair/CEO interactions, and director contribution, not just ticking compliance boxes.

## Client-Centric & Tailored

From our modular pricing tiers to our tailored governance plans, we meet you where you are — and design each review to reflect your board's maturity, complexity, and goals.

## Real-World Insight

Our evaluations are grounded in over 20 years of hands-on boardroom experience across regulated, listed, private, and public sector boards — bringing depth, not just theory.

## Ongoing Governance Support

Our post-evaluation governance planning ensures momentum doesn't stop at the report — we support implementation and can track progress over time, including up to the two years between full board reviews.

## Integrated Expertise

We bring together governance, psychology, leadership, and risk to provide holistic insight — making every board review strategically valuable and personally relevant.

## Cross-Sector Experience

From listed and family-owned businesses to public and regulated organisations, we bring governance insight to a wide range of board environments.

# TRUSTED BY BOARDS WORLDWIDE

**CHOSEN BY DIRECTORS, TRUSTED BY  
REGULATORS, PROVEN ACROSS SECTORS**

Our Board Performance Reviews are chosen by listed companies, regulators, global brands, and governance professionals around the world.

Recognised by CGIUKI and ISO 37000 accredited for excellence in governance education and board evaluation.

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*“Sharon’s delivery was engaging, relevant, and full of practical wisdom. Her insight and energy helped us see how British Skydiving could evolve into a more successful and forward-looking governing body. The real-life stories and examples truly brought the session to life.”*

— Robert Gibson, Chief Executive, British Skydiving



## OUR MOST RECENT ENGAGEMENTS

**ZOPA  
BANK**



**BRITISH  
SKYDIVING**

**M.P. Evans  
GROUP PLC**

**FORTERRA**

# LET'S TALK

## READY TO UNLOCK THE FULL POTENTIAL OF YOUR BOARD?

Whether you're seeking a full external review or a light-touch check-in, our tailored board evaluations deliver clarity, alignment, and actionable insight.

Talk to us about designing a review that reflects your board's maturity, strategic context, and ambition — and supports lasting impact beyond the final report.

### CONTACT US:

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[www.geniusboards.co.uk/board-reviews](http://www.geniusboards.co.uk/board-reviews)

