

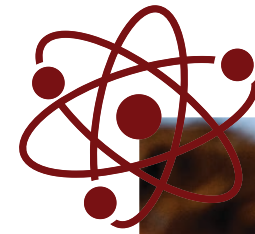


GENIUS TRAINING

CPD-ACCREDITED BOARD & GOVERNANCE EDUCATION

Practical governance training for modern boards — grounded in real board evaluation insights and over 20 years of experience developing boards.

www.geniusboards.co.uk



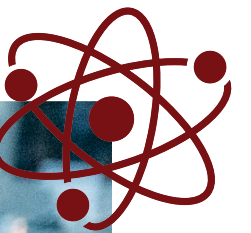
WELCOME TO OUR TRAINING PROGRAMS

Our training programs are designed to:

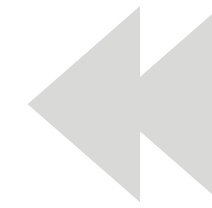
- Inspire deeper board engagement
- Equip directors with practical tools they can use immediately
- Enhance governance effectiveness through behavioural insight and strategy alignment

Whether you're preparing for a future NED role or strengthening an existing board, our CPD-accredited self-paced and tailored board training courses are built to transform how boards think, lead, and decide.

Today's boardrooms are navigating unprecedented complexity — from behavioural risk to strategic uncertainty. That's why developing the right mindsets and skillsets across your board is no longer optional.



WHO WE ARE



Genius Training is the professional education division of Genius Boards, dedicated to equipping boards, directors, and governance professionals with the behavioural and strategic insight needed to lead effectively.

We are:

- ✔ An approved training provider for **The Chartered Governance Institute UK & Ireland (CGIUKI)**
- ✔ An accredited board evaluator recognised by **CGIUKI** for our depth, rigour, and independence
- ✔ Experienced in delivering masterclasses and boardroom training for:
 - The Corporate Governance Institute Ireland
 - Kensington College of Business
- ✔ Trusted by listed and unlisted companies, financial institutions, and public bodies across multiple jurisdictions

Whether you are strengthening your board's culture, enhancing director capability, or preparing for future leadership, Genius Training delivers practical, CPD-accredited and bespoke learning that creates lasting impact.



OUR TRAINING PROGRAMS

FLEXIBLE, SCALABLE LEARNING FOR MODERN GOVERNANCE NEEDS

At Genius Training, we offer two flexible learning paths designed to meet the needs of individuals, boards, and governance teams.



►► SELF-PACED COURSES

- Designed for individual learners and smaller teams
- Online, modular, and on-demand — study anytime, anywhere
- Includes interactive learning, reflection activities, and CPD certification
- Optional live virtual sessions for deeper application and discussion
- Perfect for directors, CoSecs, NEDs & aspiring NEDs, governance professionals and Chairs

►► BESPOKE BOARD TRAINING

- Tailored learning journeys built around your board's needs
- Delivered virtually, in-person, or hybrid
- Modular content drawn from 50+ governance and boardroom topics
- Ideal for listed companies, financial institutions, and complex entities operating across jurisdictions
- Designed to embed behavioural change and strategic alignment

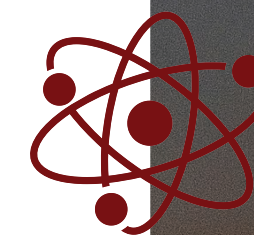
LAUNCHING SOON

CPD-ACCREDITED SELF-PACED COURSES

All courses are self-paced online learning, with optional live virtual sessions and Includes quizzes, reflection tools, downloadable workbooks, and certification.

CORE TRAINING SERIES:

- Personality & Power in the Boardroom
- Bias, Influence & Decision-Making at Board Level
- Board Conflict & Collaboration: From Tension to Trust
- The Role of the Chair: Balancing Power & Facilitation
- Board Risk Maturity & Behavioural Governance
- Effective Director Induction & Role Understanding



TAILORED BOARD & EXECUTIVE TRAINING


We design and deliver customised board and executive training based on your organisation's structure, maturity, and regulatory needs.

Sessions are highly practical, built around real-world boardroom challenges, and delivered through workshops, presentations, or case-based formats — virtually, in-person, or hybrid.



CORE TRAINING TOPICS:

At Genius Training, our bespoke programs are built around these core topics — adaptable by format, tailored to your board's maturity, and delivered through practical, insight-led learning.

-  Director Roles & Capability
-  Board Composition and Structure
-  Leadership & Effectiveness
-  Corporate Governance
-  Boardroom Dynamics
-  Board Behaviour & Thinking Styles

CORE TRAINING TOPICS – 1 & 2



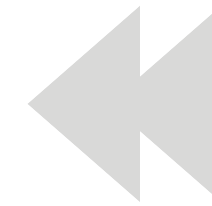
DIRECTOR ROLES & CAPABILITY

- Role of the Board
- Director Duties
- Role of a Director
- Role of the Company Secretary
- Role of the SID
- Successful Director Induction
- Conflict of Interest Management
- Role of Nominations Committee
- Relationships and Communications

BOARD COMPOSITION AND STRUCTURE

- Five15 Model for an Effective Board
- Demographics & Attributes to Create a Team
- Board–Executive Relations & Accountability
- Creating a Skills Matrix
- Succession Planning
- Skills, Experience, Expertise
- Speak Up Culture
- Diversity within an Inclusive Mindset
- Building Cross-Board Relationships

CORE TRAINING TOPICS – 3 & 4



LEADERSHIP & EFFECTIVENESS

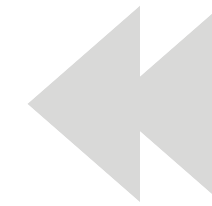
- Leadership at Various Levels
- Triage Conversations to Drive Board Effectiveness
- Bias and Influence Risks
- Decision-Making Journey & Mitigants
- Board Risk Management
- Resilience and Agility
- Effective Strategic Planning
- The Modern Agenda in the Boardroom
- Stakeholder Engagement



CORPORATE GOVERNANCE

- Enhancing the Nomination Committee
- Value of a Risk Committee
- Board Structure
- Mapping and Using a Governance Plan
- Designing Board Agendas to Maximise Thinking
- Effective Information Presentation to Directors
- Cross-/Multi-Jurisdictional Complexities
- Regulatory Focus Areas
- Effective Directors in Corporate Service Providers

CORE TRAINING TOPICS – 5 & 6



BOARDROOM DYNAMICS

- Leadership & Chairmanship
- Tone from the Top
- Empowerment & Director Maturity
- Company Secretary & SID as Strategic Partners
- Challenge, Assurance & Constructive Debate
- Independence of Mind & Psychological Safety
- Tenure & Succession Planning
- Team Engagement & Communication
- Diversity & Inclusivity



BOARD BEHAVIOUR & THINKING STYLES

- Character Types & Behaviours
- The Genius Quotients (Model & Self Assessment)
- Influences on Decision-Making (Model)
- Biases & Mitigation (Model & Self Assessment)
- Thinking Styles (Self Assessment)
- Personal Agendas & Inherent Fears
- Risk in Decision-Making
- Effective Decision-Making (Model)

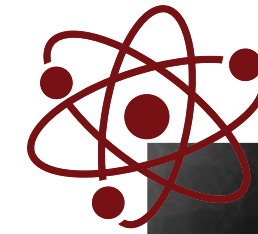
MEET YOUR TRAINING FACILITATOR

Sharon Constançon

CHARTERED DIRECTOR | EVALUATOR | EDUCATOR

With over 20 years of experience evaluating boards across sectors and jurisdictions, Sharon brings a unique combination of strategic clarity, emotional intelligence, and governance acumen.

She lectures regularly for CGIUKI, teaches Boardroom Dynamics at Kensington College of Business, and serves as faculty for the Board Risk Masterclass at the Corporate Governance Institute.



WHY CHOOSE US?

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



BEHAVIOUR-DRIVEN APPROACH

We go beyond theory to address how boards really think, act, and decide.

REAL-WORLD INSIGHT

Our programs are grounded in 20+ years of live board evaluation experience.

INTEGRATED EXPERTISE

We combine governance, psychology, risk, and leadership in every course.

CLIENT-CENTRIC APPROACH

We prioritise your success and tailor every program to deliver measurable impact.

LET'S TALK

READY TO ELEVATE YOUR BOARD'S CAPABILITY, CONFIDENCE, AND CULTURE?

Whether you're exploring self-paced CPD training or need a tailored board development program, we'd love to support you.

CONTACT US:

boardinsights@geniusboards.co.uk

www.geniusboards.co.uk/training

