

GOVERNANCE SOLUTIONS

firstgovernance.net

Governance Solutions

One of the biggest challenges for Board and Senior Executives today is ensuring that they are able to demonstrate to stakeholders, the market analysts, regulators and the media that they have the highest standards of corporate governance and that their disclosures are robust and reliable.

When making the interim and annual disclosures, the Board and its associated committees place a great deal of reliance on the various sources of assurance from within the organization. However, as we have seen from the various corporate collapses over the years, these assurances can often be misleading and result in Board's providing incomplete information to stakeholders.

We are all aware of the severe penalties that can arise in these situations and the need for strong and robust

governance systems has never been greater.

When designing your assurance processes, we at First Governance believe that it is important to keep in mind one important principle: people do what's inspected, not what's expected!

It is all too easy for an organization to get complacent about its governance procedures, believing that the Board's stated policies and procedures are being adhered to by everyone.

Of course, there are mechanisms in place to independently verify that the governance procedures are working - both external and internal audit have important roles to play in this arena. Indeed, it was an internal auditor who was credited with 'blowing the whistle' in the Enron case.

First Governance has devised a range of services all aimed at assisting the Board in getting the assurance that it requires in the governance arena.

Contact us

If you would like more information on our Governance Solutions then please visit our website:

www.firstgovernance.net

or call us on:

+66 (0)2 612 3338 or

+66 (0)8780 36900

Corporate Governance Reviews

We have undertaken over 30 corporate governance reviews for a wide range of organizations. This has allowed us to build up a picture of how different types of organizations work together and some of the common pitfalls in their governance arrangements.

A corporate governance review provides the Board, via the Audit Committee with a high level assessment of the corporate governance arrangements in place.

During this type of review we consider matters such as the articles of association and other company

memorandums and how these are translated into company policies and procedures. We also seek to assess the 'control culture' within the organization and how effectively the senior management team are working together.



**People do what's inspected,
not what's expected!**

Mentoring and Coaching

In today's environment, managers often find that they are under increasing pressure and can experience difficulty in balancing their workload and prioritizing workloads.

We have a wealth of experience in management gained over the last 20 years and are able to use this to provide a coaching and mentoring service for middle and senior managers.

The aim of this service is to provide managers and executives with an opportunity to learn new skills in an infor-

mal and supportive environment.

We are also able to provide specific training on governance, risk and control issues or on specialist areas such as strategic planning and project management.

Mentoring is an excellent way in which to address the personal and professional development needs of your middle and senior managers and can be a satisfying and rewarding experience for them.

For more information on our

mentoring and coaching solutions please visit our website at:

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or call us on:

+66(0)878036900

Mentoring and Coaching is an excellent way in which to address the personal and professional development needs of your senior staff

Performance Measurement & Management

First Governance Solutions can work with you to ensure that your performance management and reporting process works effectively. It should have a solid interface with both your risk management process and the process for Management and Board reporting. We can help you to:

- Develop your operational objectives
- Design and set up monitoring systems

- Refine your Key Performance Indicators and the key risk indicators

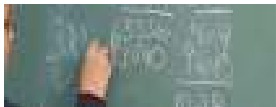
Performance measurement and management is essential to all modern organizations. Without effective and reliable performance measurement and management systems, you cannot take assurance that your governance arrangements are working.

Good performance measurement and management should be focused on driving

improvement within the organization. It is about helping to create a vision of what is possible and mapping out a path that will lead to the achievement of these improvements.

In order for this to be effective, the performance management process must have strong links to the risk systems and risk indicators.

Organization Strategy & Planning



Setting a challenging yet achievable strategy is a key stage in any organization's governance arrangements and yet it is something that many struggle with.

Strategy is where it all begins and yet it is also where many organizations falter!

Setting an challenging yet achievable corporate strategy and associated operational plan can prove to be a very task.

Many organizations can spend days, weeks and months on this and yet at the end of the process have produced a document with

little more than vague statements about direction, aspirations and targets and very little ways in which to measure progress.

Naturally, this has a knock-on effect to other aspects of the governance process, and creates scope for various interpretations of strategy to arise, causing confusion as to what is being achieved, monitored and reported on.

We can help with:

- Developing Operational and Strategic Plans
- Strategy & Policy Review
- Developing effective and efficient governance structures
- Reviewing existing governance arrangements and advising on any potential weaknesses

Call **+66 (0) 8780 36900**