

SIRDAR

Guiding boards. Growing business.



UKGCC – CalBank Leadership Conversation Series

14 February 2022



Sirdar Group is a global leader in the education, appointment and guidance of high-performance boards of privately-held companies and family businesses.

Good directors grow companies.

Great directors change lives.



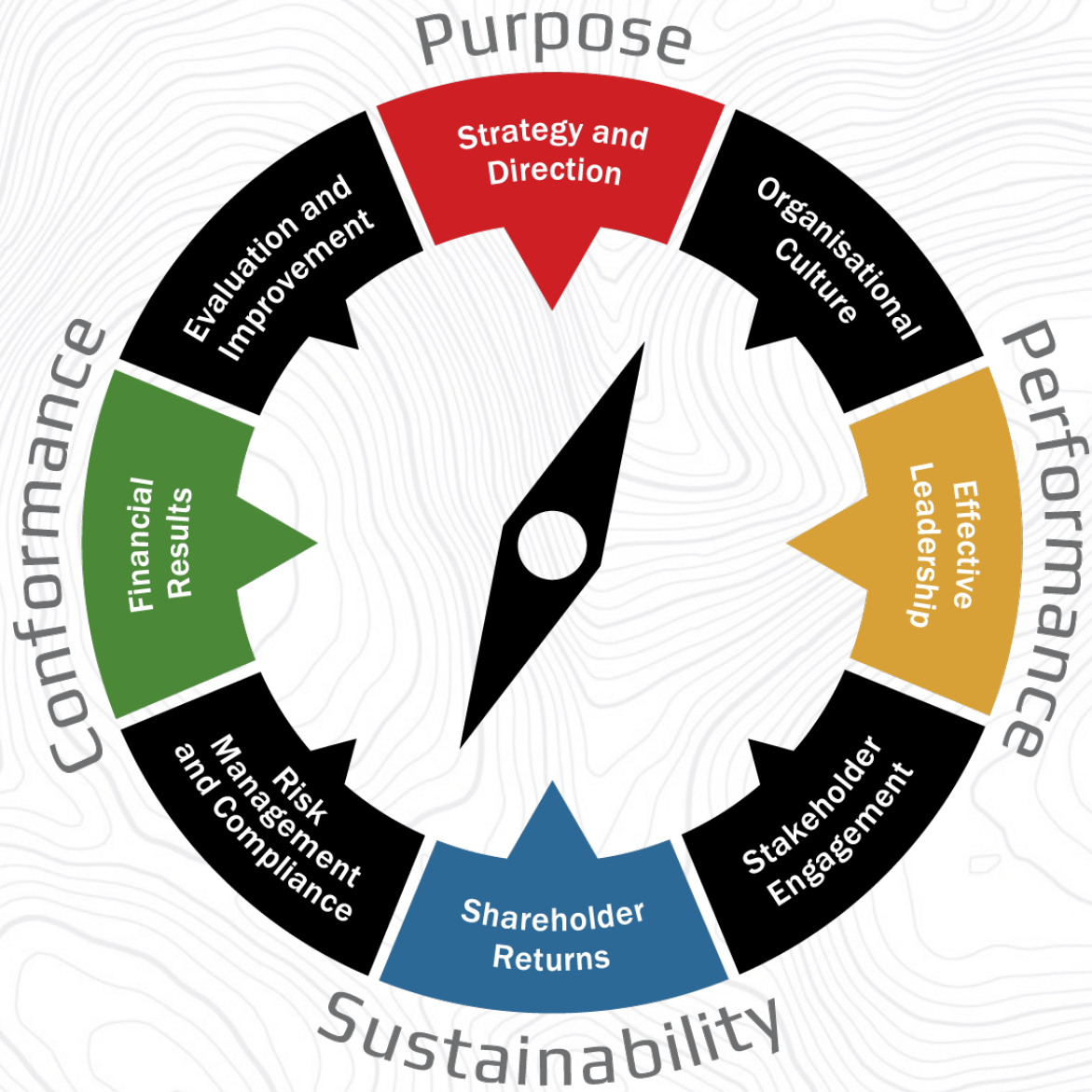
Purpose

and Sustainability



Performance

and Conformance



Perspectives on a Business (The 3-Hats)

Role	Perspective
Shareholding (Investment)	From Outside

Perspectives on a Business (The 3-Hats)

Role	Perspective
Shareholding (Investment)	From Outside
Management (Operations)	From Inside

Perspectives on a Business (The 3-Hats)

Role	Perspective
Shareholding (Investment)	From Outside
Board (Strategic)	On the Whole Business
Management (Operations)	From Inside

What type of company is this?

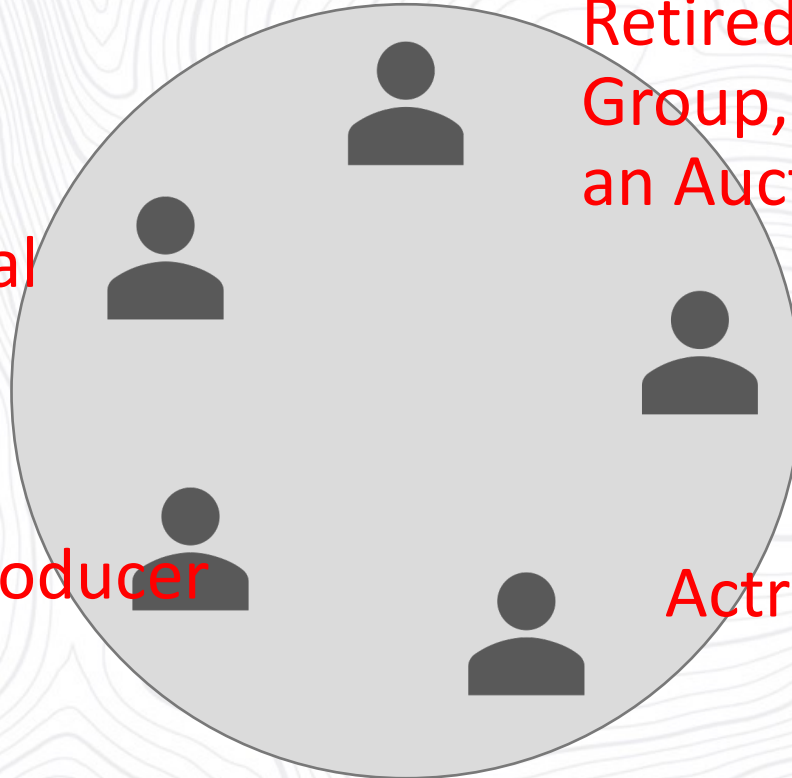
Finance & Risk
Committee

Navy Admiral

Retired CEO –Vodafone
Group, IBM Telemundo and
an Auctioneers

Theatrical Producer

Actress



Building a Board

Construction and Composition of a Board

Things to take into account

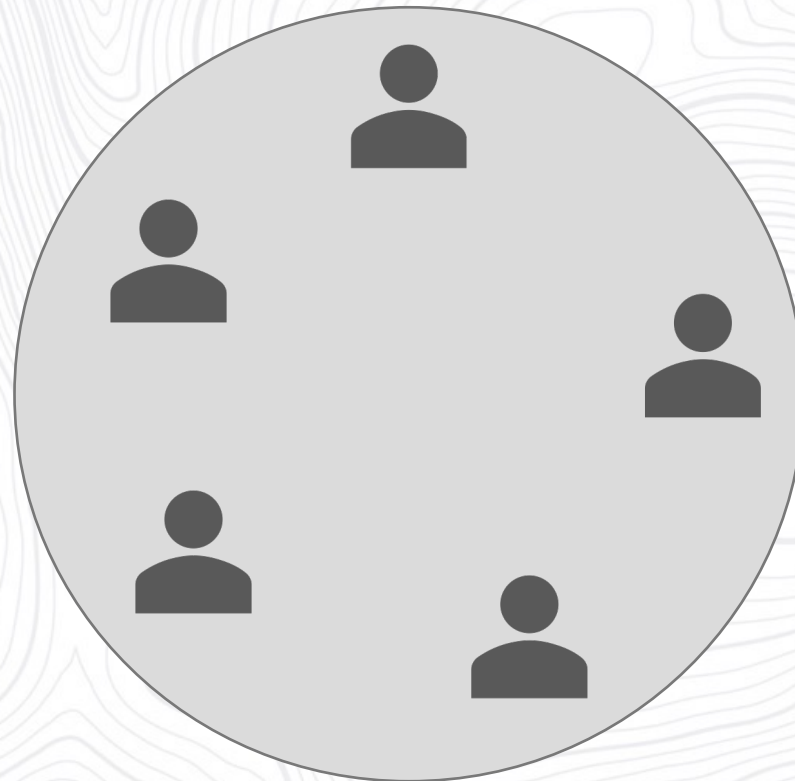
Building a Board

**Outside In
&
Inside Out**

Outside In

Different 'types' of directors and what, based on 'good governance practice' should we be aiming for?

Every Seat is Precious (and every seat is equal)



Executive
Director

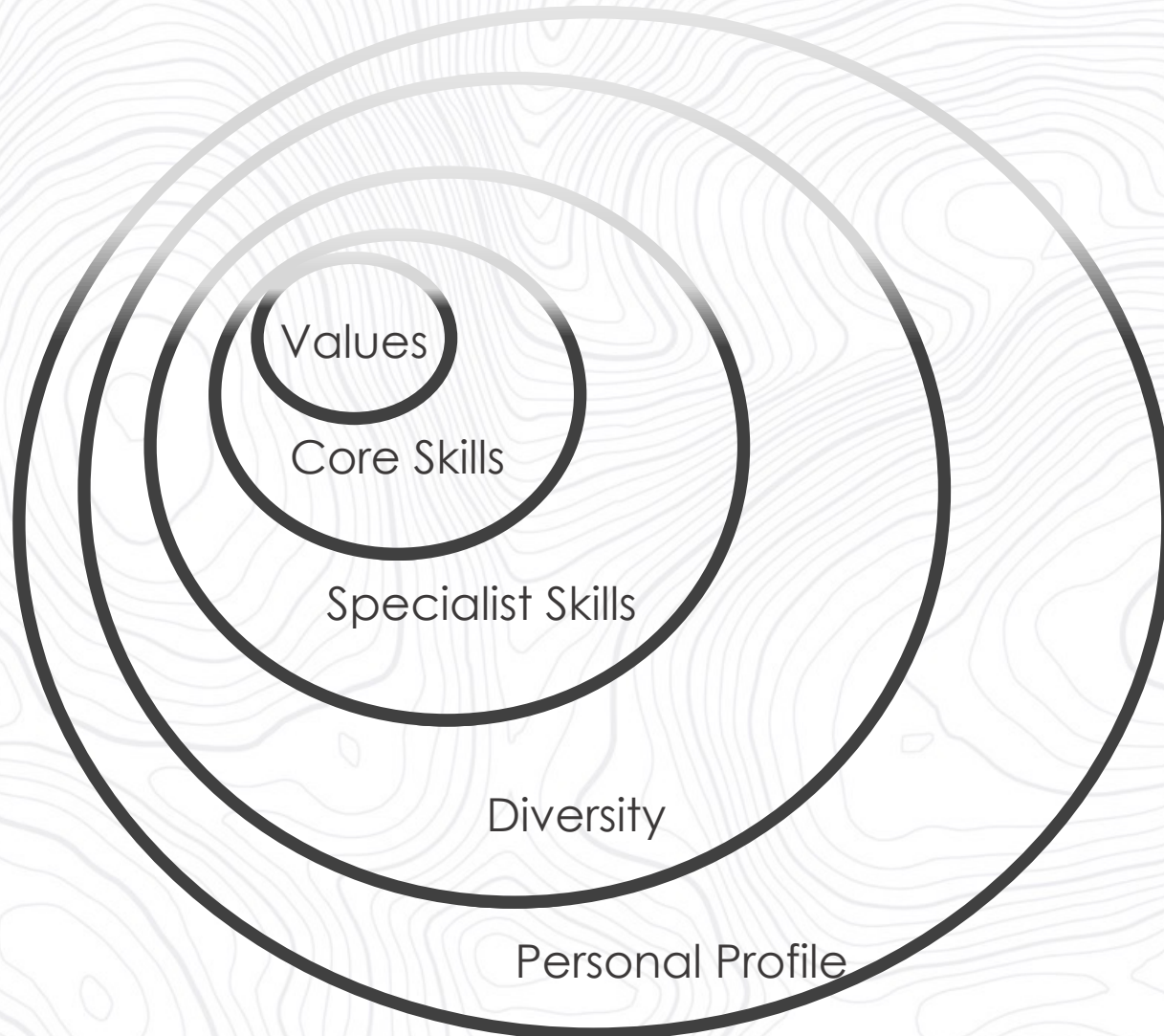
Non Executive
Director

Independent
Non Executive
Director

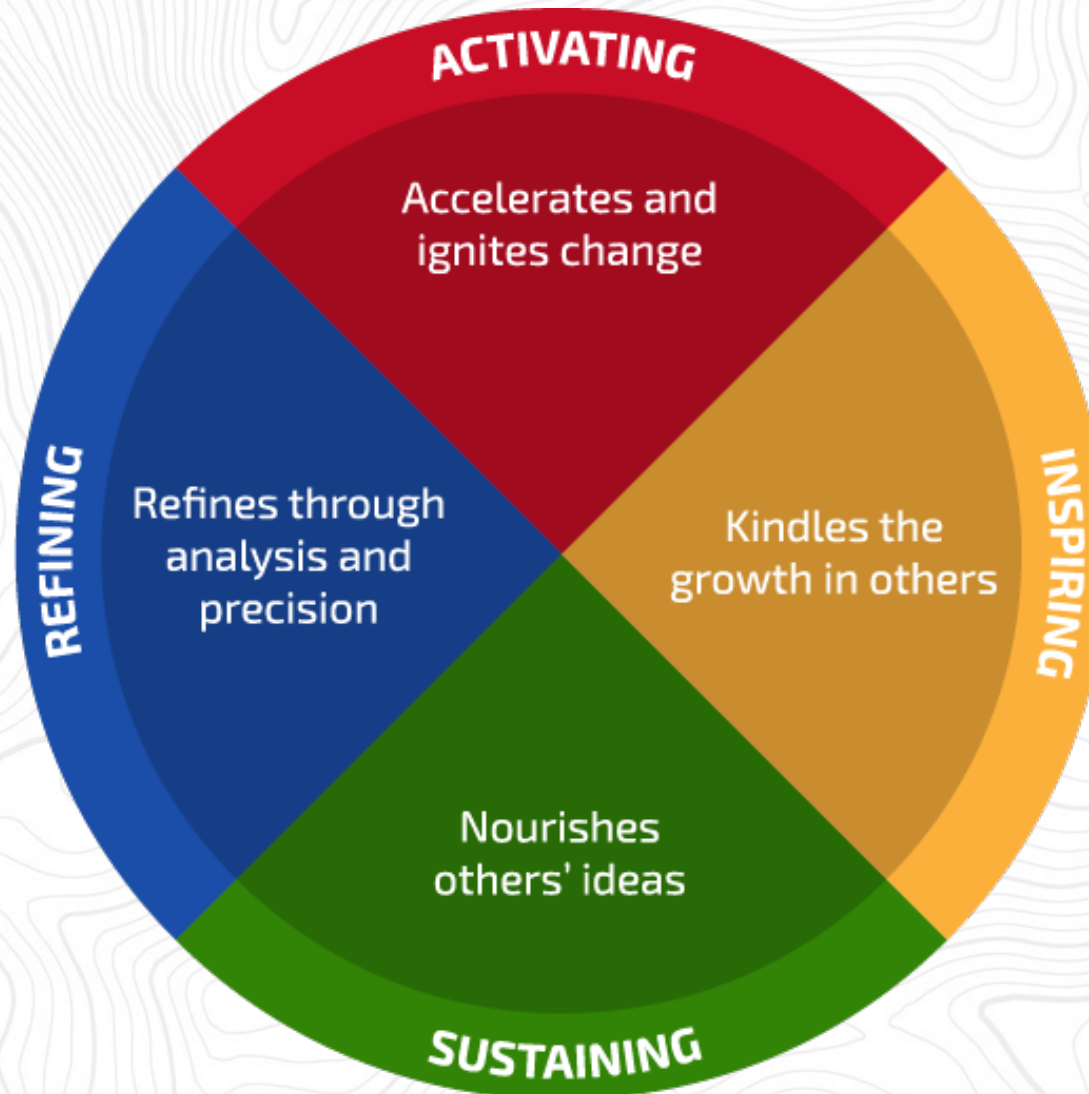
Building a Board

Outside In
&
Inside Out

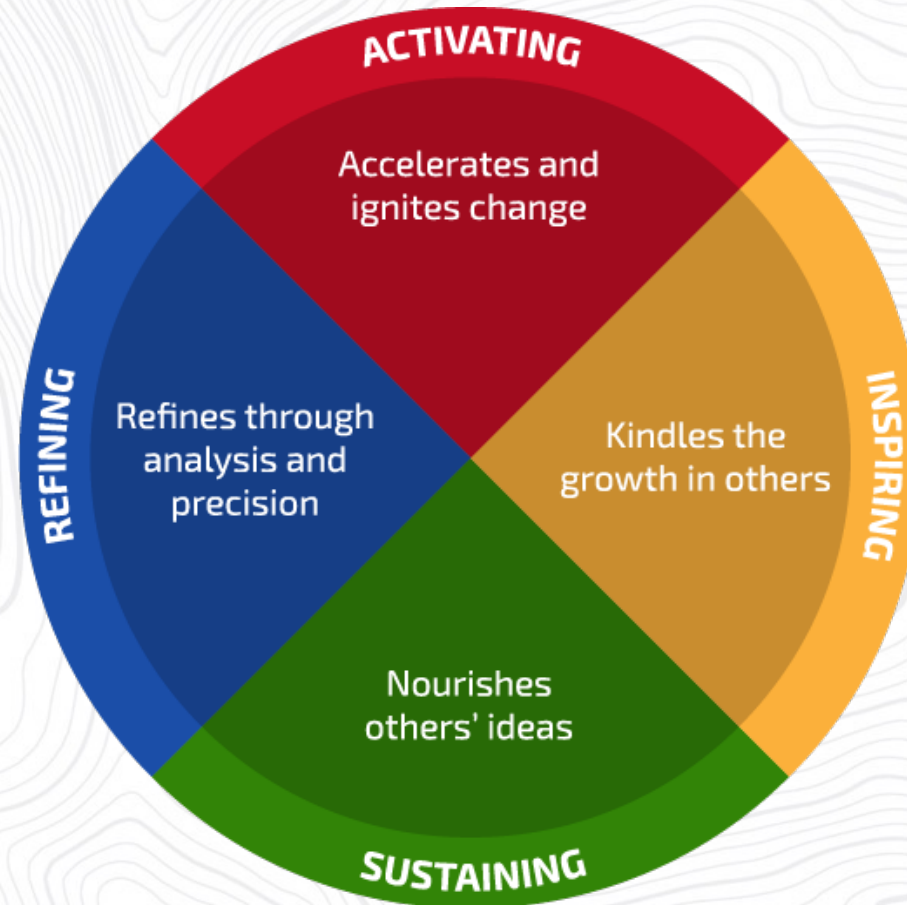
Balancing the Board!



What is Natural Energy?

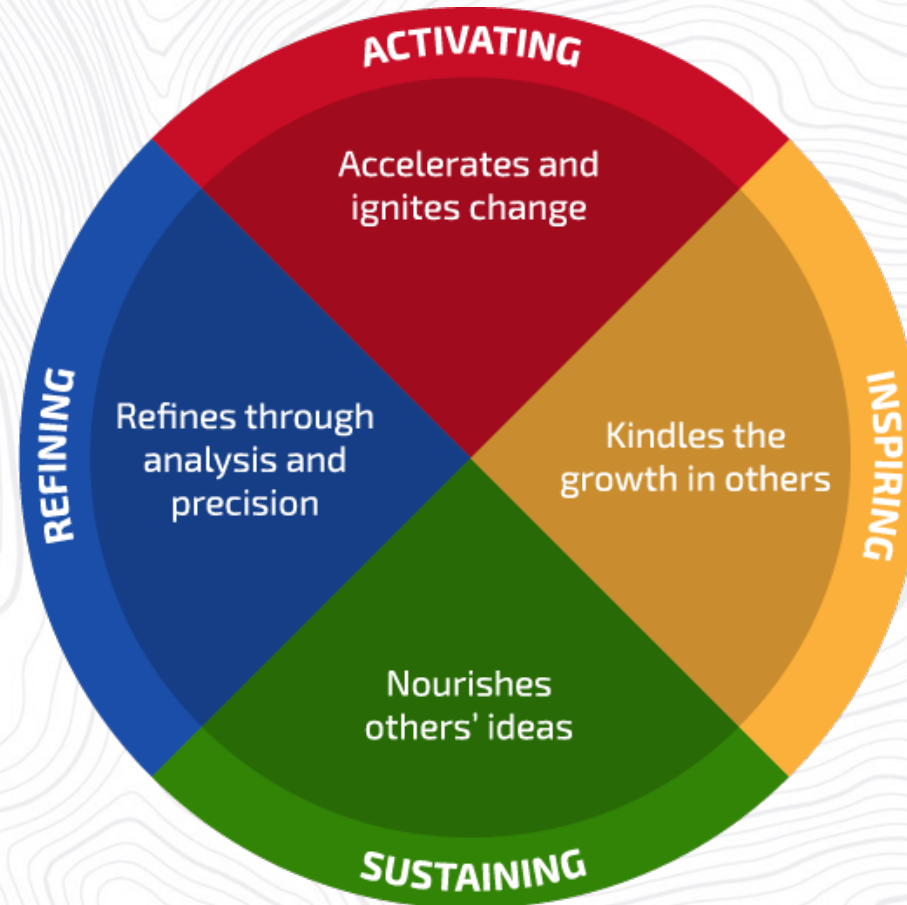


What is Natural Energy?



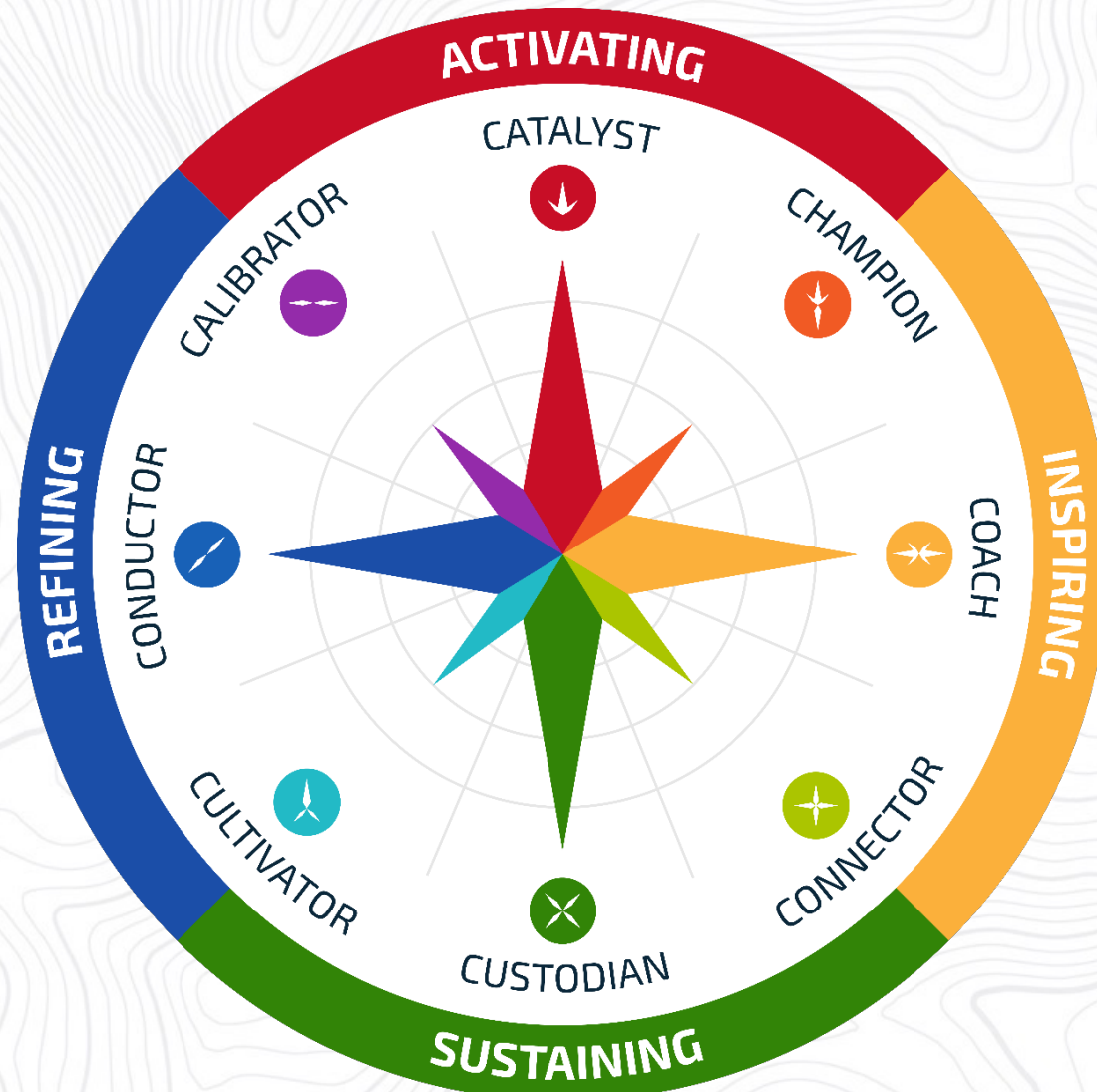
Questions

What is Natural Energy?

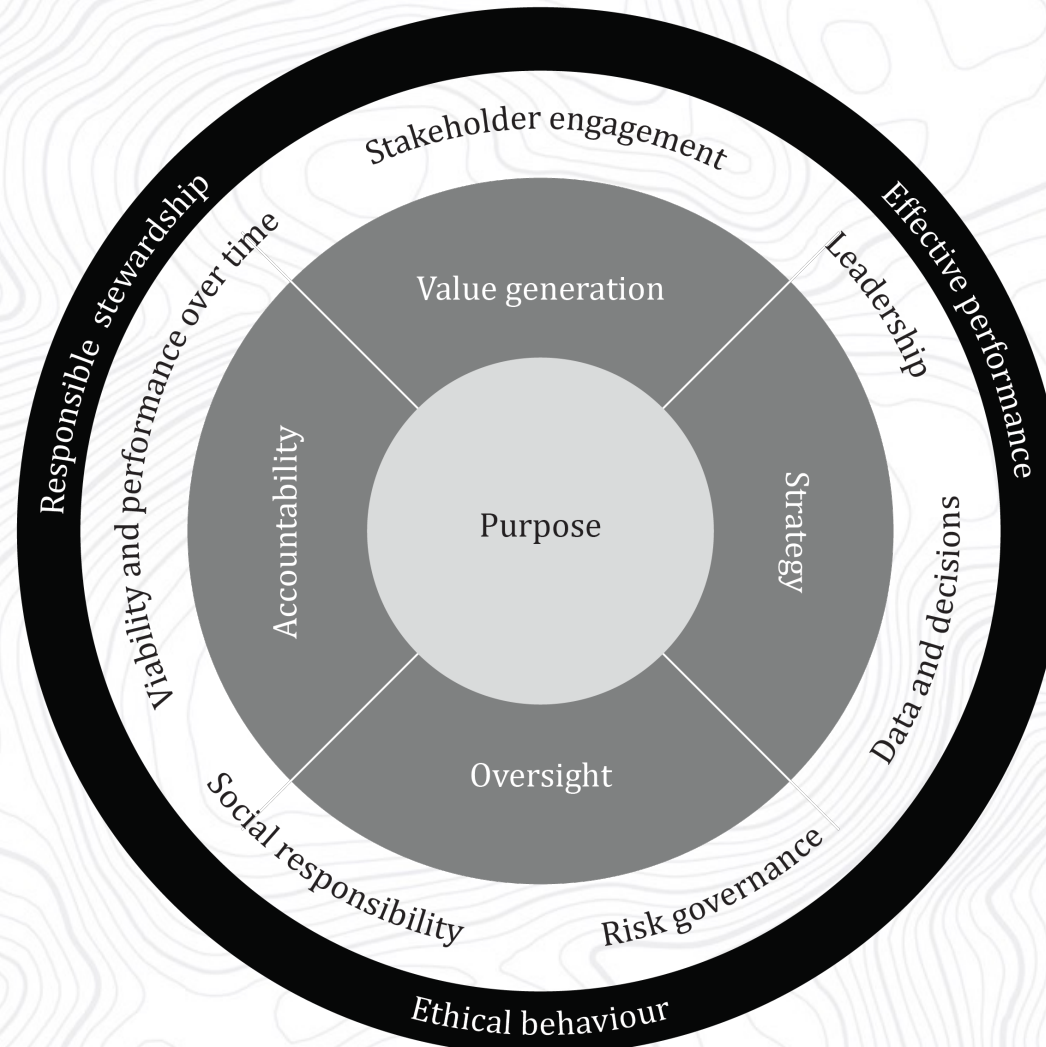


Perspectives

Contribution Compass



ISO37000 Corporate Governance Standard (13 Sept 2021)




Where the shades represent:

	Governance outcomes
	Primary governance principle
	Foundational governance principles
	Enabling governance principles



Africa's Non-Executive and Independent Directors' Fees, Performance and Diversity Survey for Privately-held and Family Businesses



Boards without independent directors
are less likely to report an increase of EBIDTA.