



BOARD EXCELLENCE

ENABLING HIGH-PERFORMING BOARD TEAMS

**Private Equity
Investment Firms
Investment Funds
Sectors**

boardexcellence.ie



ABOUT BOARD EXCELLENCE



Board Excellence is a specialist board consultancy practice that enables boards, working as teams, and individual directors, to excel in effectiveness, performance and corporate governance.

We support private equity firms, investment firms, investment funds, debt providers and their portfolio companies optimise the effectiveness and performance of their portfolio board teams. Working closely with the board chairs, CEOs and investment directors, we enable outstanding board teams that excel on behalf of their shareholders and stakeholders.



Our team comprises former founders, CEOs and executives with deep experience in a wide range of private-equity backed companies, large private companies and PLCs across a wide range of industry sectors. This is complimented by strong board chair and non-executive director experience that enables us to bring a very innovative approach to enable a very dynamic partnership between executive directors, nominee directors and independent non-executive directors which is at the core of highly-strategic board teams who out-perform.



In addition to supporting portfolio boards, we provide a range of specialised board best practice workshops for investment partners and nominee directors to help them excel as a board member adding significant value to the portfolio company. We also help new investee portfolio boards to make a strong start post a major investment round ensuring the quality of executive reporting and approach to challenge, debate and strategy optimises the performance of the board team and overall decision-making.



We welcome the opportunity to discuss your specific requirements with you.



Our Support Services for the Investment Firm sectors



Board evaluation

We provide a comprehensive and objective board evaluation for portfolio boards which establishes a strong foundation to assess the current strengths and weaknesses of the board and drive a measurable plan of sustained improvement in the board's effectiveness and performance.



Due diligence on the board prior to investment

In advance of a major investment round, we will provide a comprehensive assessment of the current board in terms of its composition, skill-sets, quality of current executive reporting, handling of strategy area by the board, board dynamics, level of challenge & debate, engagement between executive and non-executive directors, culture, risk management, board chair leadership, current focus areas for the board and the overall level of board effectiveness and performance.



Board best practices workshop

We have developed a unique board best practices workshop for both portfolio board teams and a special workshop for investment & nominee directors that provides practical guidance and best practice approaches to enable highly effective high-performing board teams adding major strategic value.



Non-executive director & board chair search service

We provide a high-quality cost effective service to source high-calibre company non-executive directors and board chairs. Working closely with your board, we understand the company's plans, goals, challenges, the board skills and diversity requirements, so as to deliver high calibre and appropriate candidates for the company's consideration and interview. We have a strong pool of experienced non-executive directors and board chairs.



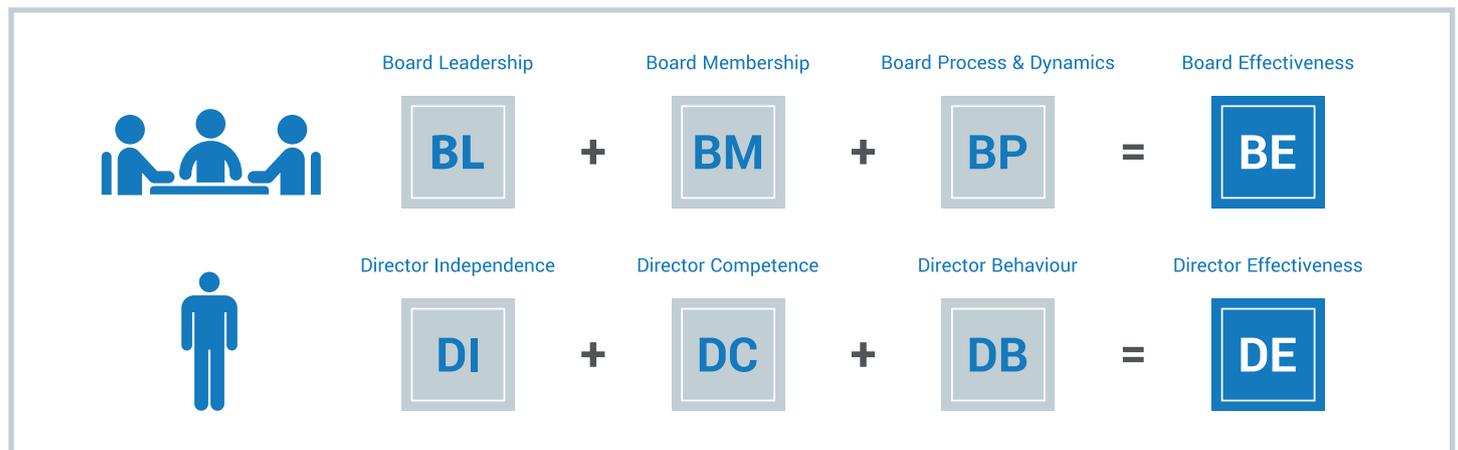
Mediation on board disputes & conflicts

Where a portfolio board is struggling due to serious conflicts, disputes or a major breakdown of trust, we provide a strong independent capability to understand all perspectives, help identify root causes, mediate between the various parties and identify remedial solutions to enable the board team to rebuild trust and get the board team functioning again.

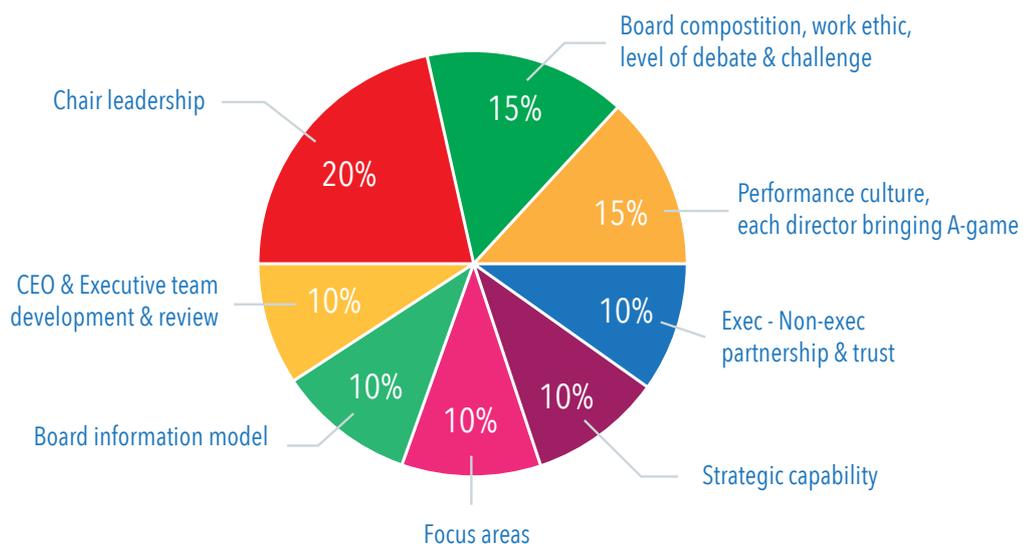
Each of our services fully align with the Irish, UK and international corporate governance codes, the new Wates code for larger companies as well as integrating internationally recognised best practices for boards.

WE DRAW ON INTERNATIONAL BEST PRACTICE AND PROPRIETARY MODELS

Board effectiveness and performance model

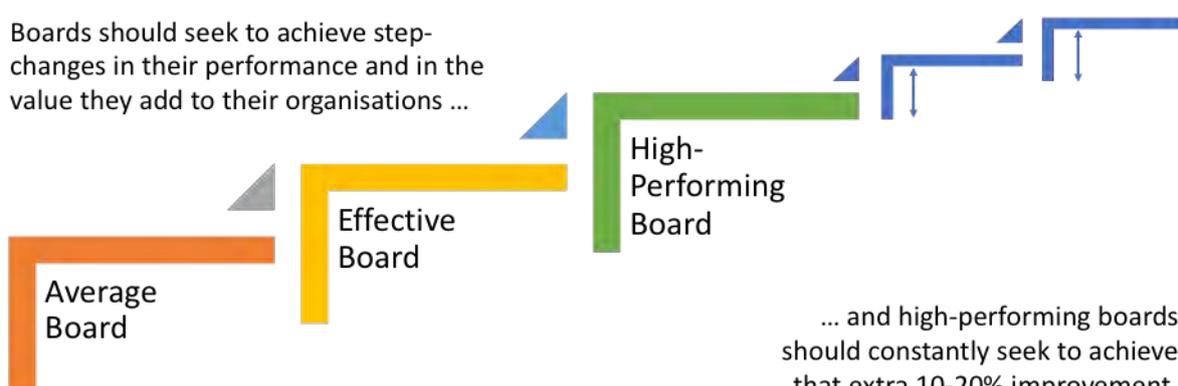


Characteristics of high-performing effective board teams



Driving a step-change in your board's effectiveness and performance

Boards should seek to achieve step-changes in their performance and in the value they add to their organisations ...



TESTIMONIALS

“ Board Excellence have demonstrated a deep expertise in board dynamics and the key factors that impact a board’s effectiveness and performance. We place a major emphasis on embracing board best practices in our investee companies. Board Excellence have developed a strong, practical framework which provides assistance to boards to improve their overall effectiveness and performance. They have been an excellent partner to work with and we look forward to building our relationship further.

(Nicol Fraser, Managing Partner, Dunedin Private Equity, UK private equity firm) ”

“ Kieran Moynihan has provided mentoring services to me over the last 12 months in support of my role as chairman of the board of a private equity backed business. Drawing on a wealth of his own boardroom experience and a state-of-the-art knowledge of best practices, I find his down to earth observations invaluable in helping me to be effective in my chairman role. His advice on tactical aspects of managing and leading a board has invariably been spot on, while his overall focus is always on the prize of helping me develop a high performing board that adds real value to the organisation. I warmly recommend him.

(Jonathan De Pass, Board Chair, Evaluate, a UK-based PE-backed 250-person pharma analyst firm) ”

“ The Board Excellence workshop for PE run by Kieran brought focus to the key areas of what creates an effective board. Furthermore the levels of research and knowledge shared by the Board Excellence team, has enabled us to put together our own framework of best practices, which can now be rolled out throughout our business and portfolio.

(James Winterbottom, Investment Director, Palatine Private Equity, UK private equity firm) ”

“ Efficient and effective boards are an important ingredient in managing and developing high growth businesses. We have worked with Board Excellence to great effect both training our own team in how best to maximise the effectiveness of boards but also with a number of our portfolio companies and chairmen. Board Excellence have great experience and are able to deliver the lessons learned in a coherent and digestible way. We are very happy to be working with them.

(Henry Sallitt, Managing Partner, FPE Capital, UK private equity firm) ”

Example Investment & Private Equity firm clients

Ireland, UK & Europe - Investment & Private Equity Firm Clients



THE BOARD EXCELLENCE TEAM

The Board Excellence team consist of experienced practicing board chairs, non-executive directors and executives with broad and deep international experience across large companies, SMEs, family-owned companies, private equity backed companies and PLCs.



Kieran Moynihan MANAGING PARTNER

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Board Excellence is led by Kieran Moynihan, an experienced board chair and leading thinker in the area of board dynamics and performance. Kieran has over 20 years experience serving on boards as a CEO, executive director, non-executive director and board chair. Kieran is an internationally-recognised thought-leader in board dynamics and has written and presented extensively on the unique challenges of achieving a high-performance board of directors. Kieran is currently the board chair of a number of internationally-focused companies across a number of industry sectors.



Eileen Cole PARTNER

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Eileen is an experienced executive, board chair and management consultant with an excellent track record over her 25-year career. Eileen has utilised her deep expertise in corporate finance, mergers and acquisitions and company re-structuring to support executive and board teams in companies across multiple industry sectors. Eileen holds a Diploma in Company Direction from the Institute of Directors of Ireland and an Executive MBA from University College Cork.



David O'Callaghan PARTNER

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David is an experienced board chair, non-executive director and a seasoned senior executive with broad experience in the financial services sector, including extensive senior leadership experience across a range of core activities in Allied Irish Banks p.l.c. He is a highly competent and experienced board and corporate governance professional having previously been AIB Group Company Secretary. David is a Master of Business Administration (MBA) and a Chartered Certified Accountant (ACCA).



Pat McGrath PARTNER

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Pat is an experienced board chair and executive with deep international experience. He is the former CEO and current non-executive Deputy Chairman – International Development, PM Group, which is an engineering consultancy company employing over 2,000 personnel operating in over 30 countries worldwide. Pat has a distinguished board chair track record in Ireland and is the current board chair of a number of internationally-focused companies across a variety of industry sectors.

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