



BOARD EXCELLENCE

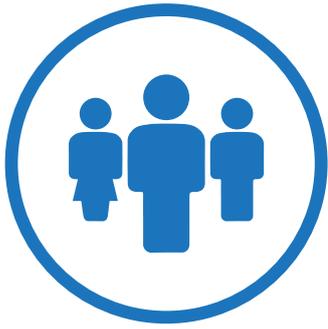
ENABLING HIGH-PERFORMING BOARD TEAMS

Non-executive Director & Chair Search Service

boardexcellence.ie

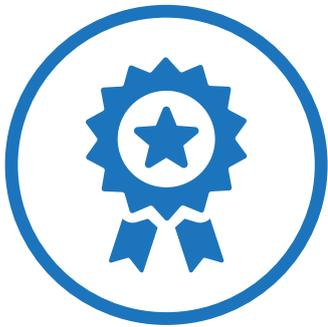


ABOUT BOARD EXCELLENCE



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.

Our core ethos is that a highly effective, high-performing board team adds significant value to an organisation and has a transformational impact on overall organisational performance.



Our team comprises highly experienced former CEOs, executives and founders with strong board chair and non-executive director experience across a wide range of company types and sectors.

Our practical approach and developed best practices are empowering our board team clients to achieve significant improvement in board effectiveness and performance.



We are working with the boards of a range of companies in Ireland and the UK across a wide range of sectors, including SMEs, family businesses and large private and publicly listed entities providing ;

- *board evaluations*
- *non-executive director and board chair search service*
- *board best practices workshops*
- *board chair mentor service*
- *board dispute mediation*
- *board succession planning*



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



Our non-Executive Director and Board Chair Search Service



Overview of our service

We have been requested by many of our board clients in recent years to help them in finding high quality non-executive board directors (“NEDs”). Our clients recognised that we were uniquely positioned and qualified from our extensive engagement with boards to identify and evaluate, for them, independent non-executive director candidates who could genuinely add value to their board.

Arising from such requests, we developed a comprehensive, cost effective and client-focussed NED search service based on our experience as board chairs and NEDs, supporting and advising board teams week in, week out, and our understanding of the critical importance of getting the right NED for your company board.

Overview of the process

Working closely with your Chair and CEO, our aim is to develop our understanding of your company’s plans, goals and challenges, along with your board skills and diversity requirements, and to agree a role specification which will allow us deliver high calibre and appropriate non-executive director candidates for the company’s consideration and interview.

We retain a significant database of skilled and experienced executives and directors and have access, when required, to a wider pool of domestic and international talent, the combination of which is sure to meet your requirements.

We typically engage a long list of identified candidates to ascertain their interest in the role and we conduct detailed interviews with, and background research on those candidates expressing interest.

From that engagement, we compile a shorter list of no more than five candidates for interview with your Chair, CEO and, possibly, other directors. We carry out extensive reference checks for the short-list candidates on your behalf and work closely with the Chair to support them in identifying the best candidate for your company.

We have extensive experience of remuneration structures for NEDs in Ireland and we can also provide support on the offer structure, letter of appointment and induction programme for the new NED if required.



TESTIMONIALS - IRELAND BOARD CLIENTS

“ We approached Board Excellence at a critical stage in the company’s development, undertaking a large transaction which would platform the business for growth over the coming years. We were anxious to upskill our PLC board with commensurate non-executive director experience. Board Excellence have an incredible reach into the professional marketplace and the ability to find the best board placements is undoubted as a result. I would have no hesitation in recommending Board Excellence as a best in class non-executive director search partner.
(Noel Creed, Board chair, iNua hotel group with 8 four & five star hotels across Ireland) ”

“ I was recently appointed as a non-executive director to the board of a national nursing home group through a search process led by Board Excellence. The Board Excellence team were very professional in facilitating all stages of the process culminating in my short-list interview with the board chair and my final appointment to the board. The Board Excellence team have a deep expertise in the board area, had a very strong approach to understanding the skills and values of a potential candidate and matching these with the company looking for a non-executive director. As an experienced executive taking on my first non-executive director role, the Board Excellence team also provided high-quality mentoring to help me understand key best practices in board effectiveness and performance.
(Independent non-executive director, National nursing home group) ”

“ I was very happy with the Board Excellence non-executive director search process - Kieran was a highly effective point of contact throughout the process - giving a full assessment of what the role required, achieving a strong understanding of the degree of fit, and offering reliable feedback throughout, culminating in my appointment to the board.
(Independent non-executive director, National hotel group) ”

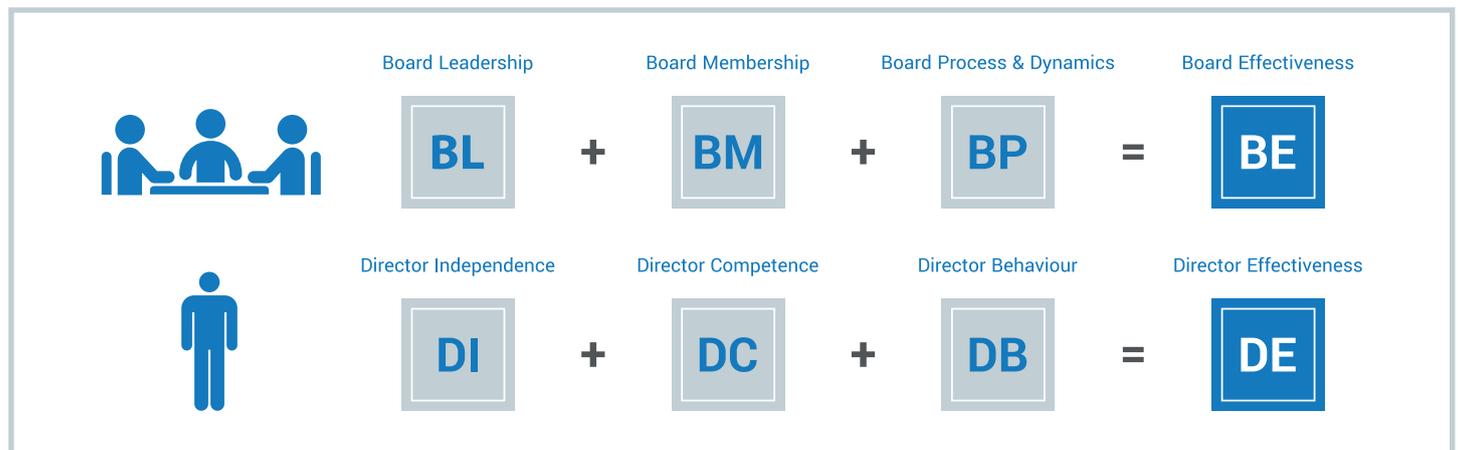
“ We engaged Board Excellence to provide strategic consultancy advice to the company board and executive team. The role involved reviewing and strengthening our board processes and board information model, executive reporting systems, strengthening our corporate governance, supporting our board team in key areas such as strategy and risk as well as helping the board team embrace leading international best practices in board effectiveness and performance. This support has helped transform our board’s effectiveness.
(Niall O'Meara, Board chair, Vision construction services) ”

EXAMPLE UK & IRELAND BOARD EXCELLENCE CLIENTS

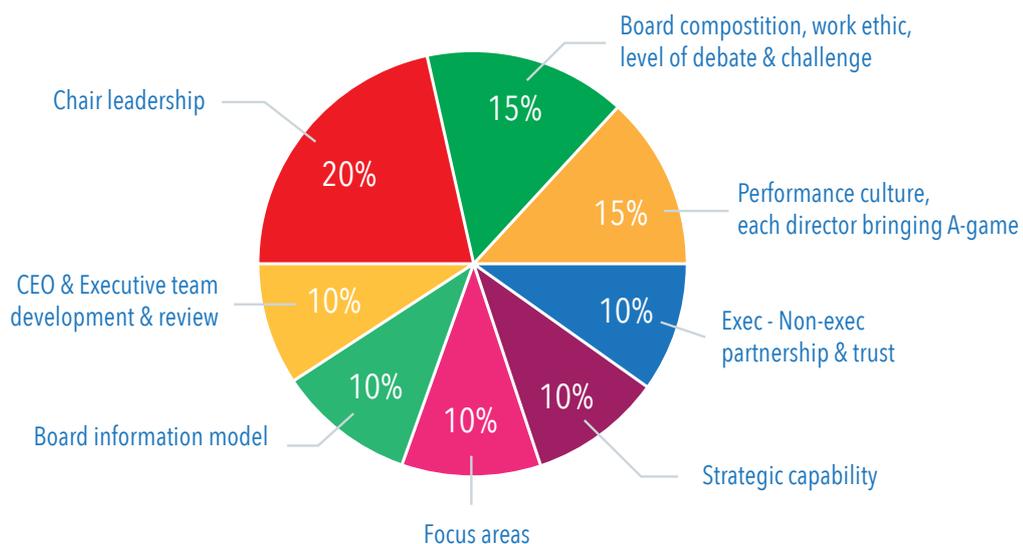


WE DRAW ON INTERNATIONAL BEST PRACTICE AND PROPRIETARY MODELS

Board effectiveness and performance model

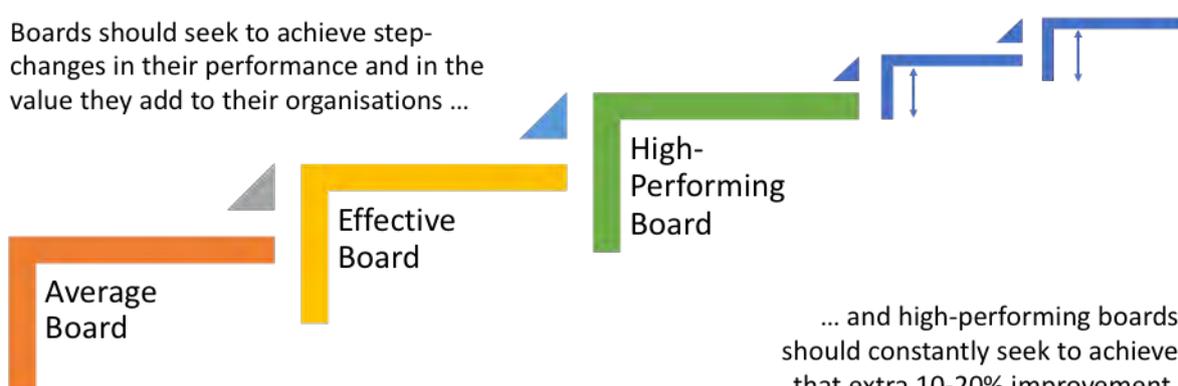


Characteristics of high-performing effective board teams



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 ...



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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