BLACKBIRD FOR TRAINING

Board Effectiveness and Leadership Governance

4 – 8 October 2027
Kigali (Rwanda)

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PARTNER



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Ref: 3255077_186797 **Date:** 4 – 8 October 2027 **Location:** Kigali (Rwanda) **Fees:** 4200 GBP

Introduction

In today's complex and performance-driven environment, Board Effectiveness & Leadership Governance has become a cornerstone of sustainable organizational success. A high-performing board does more than fulfill legal obligations—it actively shapes strategic direction, ensures ethical oversight, and drives long-term value.

This course is designed for executives, team leaders, and professionals across various sectors such as energy, banking, telecommunications, government, human resources, marketing, and project management. Whether you are preparing to join a board or seeking to enhance your collaboration with one, this program will equip you with the tools to lead with integrity and impact.

Participants will develop the practical knowledge and skills necessary to assess board performance, strengthen governance structures, and foster leadership that aligns with institutional goals and stakeholder expectations.

Course Objectives

- Understand the modern concepts of board effectiveness and leadership governance.
- Apply globally recognized governance frameworks and performance standards.
- Analyze the balance between oversight and strategic contribution.
- Strengthen board capabilities in managing risk and compliance.
- Evaluate board performance and member accountability.
- Explore leadership's role in institutionalizing governance culture.
- Develop a board improvement plan tailored to the organizational context.
- Foster effective communication between the board and executive leadership.
- Examine real-world case studies of successful and underperforming boards.
- Build personal development plans for governance-related leadership roles.



Course Outlines

Day 1: Introduction to Governance and Board Effectiveness

- Understanding governance and its role in corporate performance.
- Characteristics of an effective board.
- International governance models OECD, IFC, ISO.
- Roles of executive vs. non-executive directors.
- Key components of board charters and policies.
- Common board dysfunctions and how to address them.

Day 2: Building the Right Board Structure

- Criteria for selecting board members.
- Skills diversity and board composition strategies.
- Core committees: audit, risk, governance, and nominations.
- Clear delineation of duties and responsibilities.
- Designing meeting agendas for productivity and oversight.
- Decision-making protocols and effective boardroom practices.

Day 3: Leadership Within the Board

- Essential leadership skills for board members and chairs.
- Managing conflicts and divergent perspectives.
- Balancing support and accountability with the executive team.
- Fostering a culture of open dialogue and constructive challenge.
- Building trust between the board and management.
- Self-assessment tools for directors and board chairs.

Day 4: Oversight, Compliance & Institutional Responsibility

- The board's role in risk oversight and internal controls.
- Ensuring compliance with legal and regulatory frameworks.
- Governance of data, cybersecurity, and confidential information.
- Financial and non-financial performance monitoring.
- Enhancing transparency and disclosure practices.
- Evaluating organizational ethics and governance behavior.



Day 5: Board Evaluation and Continuous Improvement

- Designing board and committee evaluation frameworks.
- Linking board decisions to organizational performance outcomes.
- Creating actionable governance improvement reports.
- Embedding feedback into strategic planning cycles.
- Developing personalized improvement plans for board members.
- Final group exercises and case study presentations.

Why Attend This Course: Wins & Losses!

- Strengthen your strategic understanding of governance leadership.
- Gain practical tools to improve board performance.
- Enhance your ability to serve on or engage effectively with boards.
- Network with decision-makers and experienced governance professionals.
- Prepare for board-level certifications and career advancement.
- Improve your decision-making and ethical leadership skills.
- Increase transparency and accountability within your institution.
- Position yourself as a governance-minded leader.

Conclusion

Board Effectiveness & Leadership Governance are no longer optional—they are essential to organizational health, trust, and strategic agility. An empowered board that leads with integrity and vision can elevate performance, ensure compliance, and strengthen institutional resilience.

This program offers the insight and tools needed to design, evaluate, and enhance board structures, roles, and leadership. It's a must-have learning experience for professionals ready to elevate their influence and drive real organizational value through principled governance.

