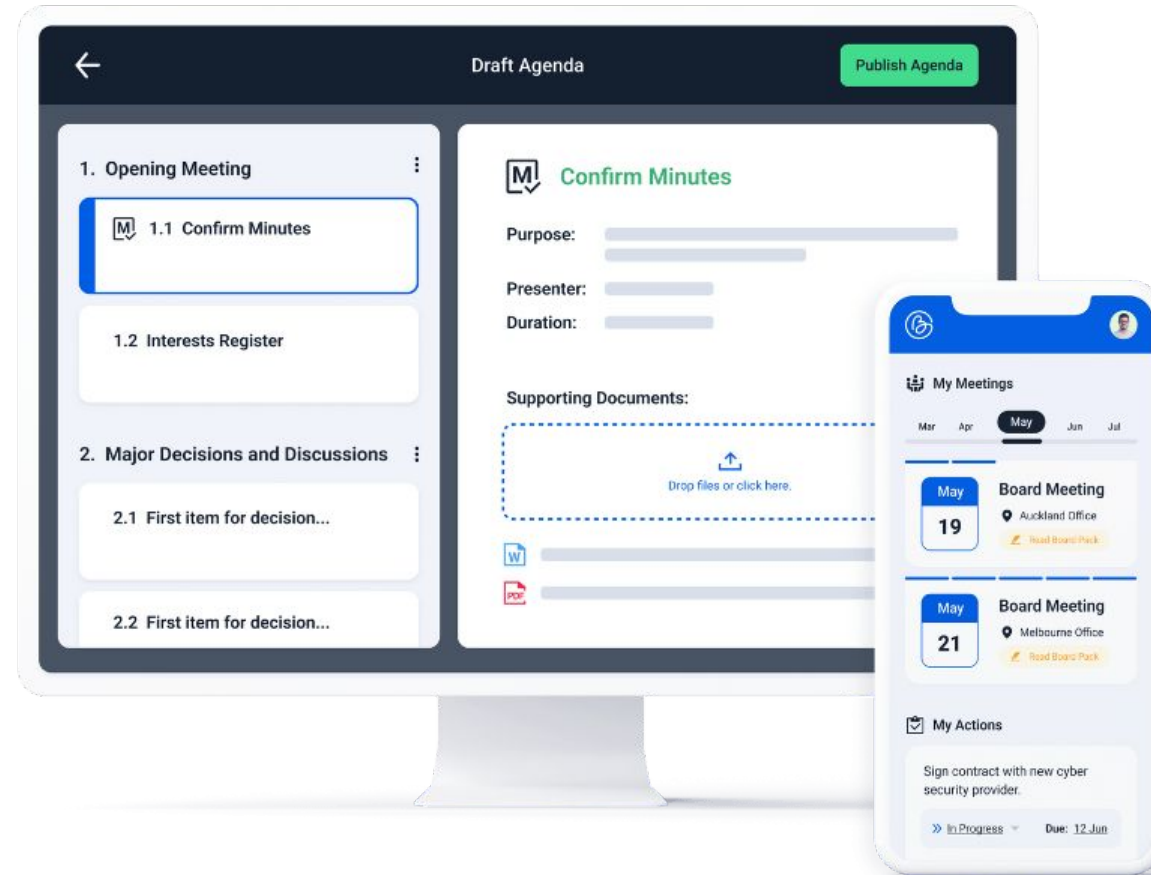


Nuances of governing in a privately owned business







**Making the fundamentals of
governance free and
easy to implement**

Simon Telfer

Founder - Appoint Better Boards



Debra Hall

Mentor - Angel Investor



Steven Bowman

Managing Director - Conscious Governance





Characteristics of Privately Owned Businesses



01

Closely held (small share register)

04

Family often in employee roles

02

Founder still involved

05

Lack of independence on the board

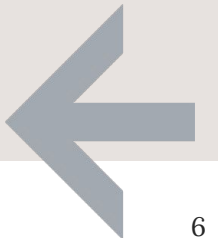
03

Owners acting as managers

06

Strong reliance on accountant and lawyer for advice

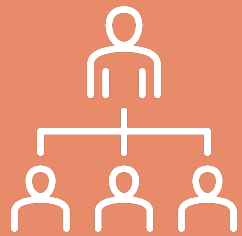
Also referred to as SMEs or privately held businesses



Challenge 1: Establishment for Success



Timing



Structure





Challenge 2: The Independence /Power Imbalance



In whose
interest do you
serve?



When is tension
most likely to arise?



What is your
recourse?



Challenge 3: The Family Dynamic



01

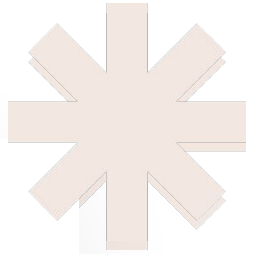
Nepotism

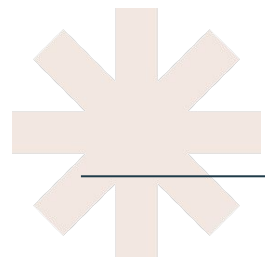
02

Minority shareholders
wanting to govern

03

Emotional over commercial
decision making

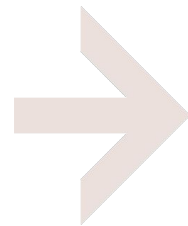




Question

Q & A

Answer





Challenge 4: Approach to Strategy



Faster moving



Shorter term



Influence of the founder



Challenge 5: Meeting & Decision Making Dynamics

01

Mindset

02

Structure

03

Information requests

01

Learned Behaviour

02

Humanness

03

Delegated Authorities

Challenge 6: Owner Succession- *The Art of Letting Go*



Identity



Loyalty

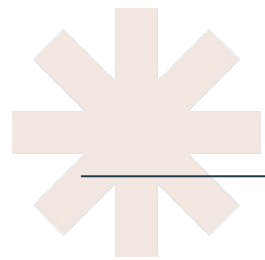


Commercial stimulation



Anxiety

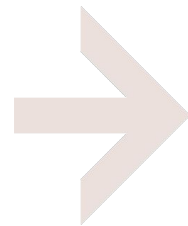




Question

Q & A

Answer





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Webinar Schedule (May - August 22)



Creating a strategic board agenda	May 26
Not For Profit Governance: What You Need To Know	June 2
The Boards responsibility for setting corporate culture	June 8
Preventing Fraud - A Boards Duty of Care	June 16
Time Leadership	June 23
How to conduct board evaluations	June 30
The Future Director - How the role of the board member is changing	July 7
Nuances of governing in a privately owned business	July 28
Board appointments that form great boards	August 11
*Creating and sustaining high performing boards	August 25



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