



## BOARD & GOVERNANCE PROGRAMMES

*Developing Effective Boards. Strengthening Governance. Driving Institutional Performance.*

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## About the Governance Academy

The SBD Institute Governance Academy™ is a premium capability platform designed to strengthen board leadership, governance systems, and institutional effectiveness across Africa.

In today's complex operating environment, organisations are increasingly judged by the strength of their governance. Yet many boards struggle with critical challenges:

- Role clarity between board and management
- Ineffective oversight and weak accountability systems
- Poor boardroom dynamics and decision-making
- Limited governance capability among directors

The Governance Academy addresses these challenges through a structured portfolio of board development programmes, governance training, and advisory solutions.

## Our Governance Philosophy

### We Believe

- Strong governance drives sustainable performance
- Effective boards balance oversight with strategic guidance
- Governance must be practical, not theoretical
- Board effectiveness is a function of people, structure, and behaviour

### Our Programmes Are Designed To Deliver

- Practical boardroom skills that can be applied immediately
- Real-world governance insights and frameworks
- Measurable improvements in board performance
- Stronger institutional accountability and credibility

## Programme Portfolio Overview

Nine specialist programmes addressing every dimension of board leadership and governance excellence — from flagship chairperson masterclasses to sector-specific governance solutions.

### 01 Leading High-Performance Boards™

*For Chairpersons & Board Leaders*

For: Board Chairs, Vice Chairs, Senior Directors

### 02 Board Directors Development Programme™

*For Current & Aspiring Directors*

For: Directors, Senior Executives, Emerging Board Members

### 03 Corporate Governance & Board Effectiveness Programme™

*For Full Boards & Institutions*

For: Corporate Boards, NGOs, Government Institutions

### 04 Board Evaluation & Performance Improvement Programme™

*From Assessment to Action*

For: Boards seeking performance enhancement and independent evaluation

### 05 Board–Management Alignment Programme™

*Bridging Governance and Execution*

For: Boards and Executive Management Teams

### 06 Risk Governance & Audit Committee Programme™

*Strengthening Oversight and Control*

For: Audit Committees, Risk Committees, Financial Institutions

### 07 ESG & Sustainability Governance Programme™

*Future-Focused Board Leadership*

For: Corporates, NGOs, Development Organisations

### 08 Governance for Family Businesses Programme™

*Structuring Governance in Family-Owned Enterprises*

For: Family Businesses, Founder-Led Organisations

### 09 Public Sector Governance Programme™

*Strengthening Governance in Public Institutions*

For: State Corporations, County Governments, Regulatory Bodies

# Programme Details

<b>01</b>	<b>Leading High-Performance Boards™</b> <b>FLAGSHIP PROGRAMME</b> <i>For Chairpersons &amp; Board Leaders</i>	
	<b>PROG.</b> For: Board Chairs, Vice Chairs, Senior Directors	
	<b>FOCUS AREAS</b> <ul style="list-style-type: none"> <li>– Chairing boards effectively and with authority</li> <li>– Managing boardroom dynamics and conflict</li> <li>– Board–CEO relationship and boundaries</li> <li>– Strategic oversight and leadership from the chair</li> </ul>	<b>IDEAL FOR</b> <ul style="list-style-type: none"> <li>– Board Chairs</li> <li>– Vice Chairs</li> <li>– Senior Directors</li> </ul>

<b>02</b>	<b>Board Directors Development Programme™</b> <i>For Current &amp; Aspiring Directors</i>	
	<b>PROG.</b> For: Directors, Senior Executives, Emerging Board Members	
	<b>FOCUS AREAS</b> <ul style="list-style-type: none"> <li>– Roles and responsibilities of directors</li> <li>– Fiduciary duties and legal obligations</li> <li>– Governance vs management boundaries</li> <li>– Effective and constructive board participation</li> </ul>	<b>IDEAL FOR</b> <ul style="list-style-type: none"> <li>– Directors</li> <li>– Senior Executives</li> <li>– Emerging Board Members</li> </ul>

<b>03</b>	<b>Corporate Governance &amp; Board Effectiveness Programme™</b> <i>For Full Boards &amp; Institutions</i>	
	<b>PROG.</b> For: Corporate Boards, NGOs, Government Institutions	
	<b>FOCUS AREAS</b> <ul style="list-style-type: none"> <li>– Governance frameworks and structures</li> <li>– Board performance improvement systems</li> <li>– Compliance and oversight mechanisms</li> <li>– Risk governance and accountability</li> </ul>	<b>IDEAL FOR</b> <ul style="list-style-type: none"> <li>– Corporate Boards</li> <li>– NGOs</li> <li>– Government Institutions</li> </ul>

<b>04</b>	<b>Board Evaluation &amp; Performance Improvement Programme™</b> <i>From Assessment to Action</i>	
	<b>PROG.</b> For: Boards seeking performance enhancement and independent evaluation	
	<b>FOCUS AREAS</b> <ul style="list-style-type: none"> <li>– Board effectiveness assessment methodology</li> <li>– Committee performance and contribution</li> <li>– Governance maturity analysis</li> <li>– Actionable improvement roadmap development</li> </ul>	<b>IDEAL FOR</b> <ul style="list-style-type: none"> <li>– Boards seeking performance enhancement and independent evaluation</li> </ul>

05

**Board–Management Alignment Programme™***Bridging Governance and Execution***PROG.** For: Boards and Executive Management Teams**FOCUS AREAS**

- Clarifying roles and decision rights
- Eliminating micromanagement
- Strengthening communication channels
- Improving governance and management effectiveness

**IDEAL FOR**

- Boards and Executive Management Teams

06

**Risk Governance & Audit Committee Programme™***Strengthening Oversight and Control***PROG.** For: Audit Committees, Risk Committees, Financial Institutions**FOCUS AREAS**

- Risk oversight frameworks and structures
- Internal controls and assurance
- Audit committee effectiveness
- Financial governance and reporting oversight

**IDEAL FOR**

- Audit Committees
- Risk Committees
- Financial Institutions

07

**ESG & Sustainability Governance Programme™***Future-Focused Board Leadership***PROG.** For: Corporates, NGOs, Development Organisations**FOCUS AREAS**

- ESG frameworks and reporting requirements
- Sustainability governance structures
- Ethical leadership and long-term value
- Stakeholder engagement on ESG priorities

**IDEAL FOR**

- Corporates
- NGOs
- Development Organisations

08

**Governance for Family Businesses Programme™***Structuring Governance in Family-Owned Enterprises***PROG.** For: Family Businesses, Founder-Led Organisations**FOCUS AREAS**

- Separation of ownership and management
- Family governance structures and charters
- Succession planning and transition
- Conflict management in family settings

**IDEAL FOR**

- Family Businesses
- Founder-Led Organisations

<b>09</b>	<b>Public Sector Governance Programme™</b> <i>Strengthening Governance in Public Institutions</i>
<b>PROG.</b> For: State Corporations, County Governments, Regulatory Bodies	
<b>FOCUS AREAS</b> <ul style="list-style-type: none"> <li>– Public accountability and governance compliance</li> <li>– Ethics, integrity and anti-corruption</li> <li>– Governance compliance in public institutions</li> <li>– Stakeholder management and public trust</li> </ul>	<b>IDEAL FOR</b> <ul style="list-style-type: none"> <li>– State Corporations</li> <li>– County Governments</li> <li>– Regulatory Bodies</li> </ul>

## Governance Advisory & Consulting Services

Beyond structured programmes, the Governance Academy provides specialised advisory and consulting support to strengthen governance at the institutional level:

<b>Board Evaluation &amp; Governance Audits</b>	Independent assessments of board and committee performance, identifying governance gaps and providing actionable recommendations.
<b>Governance Framework Development</b>	Design and strengthening of governance structures, charters, policies, and frameworks tailored to your institution's mandate and context.
<b>Board Advisory &amp; Retainer Services</b>	Ongoing advisory support to boards and leadership teams, providing governance counsel, facilitation, and strategic guidance on a retainer basis.

## Delivery Approach

<b>How We Deliver</b> <ul style="list-style-type: none"> <li>– Executive masterclasses for senior leaders</li> <li>– Boardroom simulations and scenario work</li> <li>– Case study discussions and peer insights</li> <li>– Peer learning forums with experienced directors</li> <li>– Advisory-led engagements and facilitation</li> </ul>	<b>Programme Principles</b> <ul style="list-style-type: none"> <li>– Practical — grounded in real boardroom realities</li> <li>– Context-driven — tailored to your sector and institution</li> <li>– Outcome-focused — designed to improve governance performance</li> <li>– Confidential — executive-level professional environment</li> </ul>
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## Programme Formats

In-Person Executive Programmes	Corporate Board Workshops	Retreat-Based Governance Sessions	Advisory & Consulting Engagements
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## Why the Governance Academy

Organisations that invest in governance achieve measurable improvements across every dimension of institutional effectiveness and stakeholder trust:

<b>Better Decision-Making</b> Stronger strategic decisions from an aligned, capable board	<b>Accountability Systems</b> Robust oversight structures that drive institutional performance	<b>Reduced Risk Exposure</b> Governance frameworks that identify and mitigate institutional risk	<b>Institutional Credibility</b> Stakeholder confidence grounded in governance strength	<b>Sustainable Performance</b> Long-term organisational success built on strong foundations
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*The SBD Institute Governance Academy™ is a premier platform for developing effective boards, strengthening governance systems, and enhancing institutional performance across Africa.*

*Strong governance is not an option —  
it is a necessity.*

**The SBD Institute Governance Academy™ partners with organisations to build capable boards, align leadership, and drive sustainable success.**

**Developing Leaders. Strengthening Governance. Driving Performance.**

## Contact Us

### SBD INSTITUTE

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### Boards & Governance Programmes

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