



Consulting and Training | Reach New Heights

Course Name

Governance Effectiveness & Organizational Accountability

Sector Name

Audit, Risk and Governance

Document Type

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Governance Effectiveness & Organizational Accountability

Course Introduction

Governance structures can appear strong on paper while remaining ineffective in practice. Organizations may have boards, committees, policies, delegated authorities, and reporting arrangements, yet still experience unclear decision ownership, duplicated oversight, weak escalation, delayed information, and accountability gaps. Effective governance depends not simply on having structures in place, but on whether those structures enable the right decisions to be made, challenged, monitored, and followed through.

Boost Consulting & Training offers this course to develop a practical understanding of how governance operates across an organization. Participants examine governance roles, decision rights, delegation, accountability, committee effectiveness, management information, constructive challenge, escalation, and assurance. Through organizational scenarios, they identify where governance arrangements break down and redesign them to create clearer responsibility and more effective oversight.

The **main concept of this course** is to turn governance structures into an effective system of decision rights, oversight, and accountability that makes it clear who decides, who challenges, who acts, and who remains answerable for results.

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Governance Effectiveness & Organizational Accountability

Target Audience

- ✓ Governance and corporate affairs professionals
- ✓ Risk, compliance, and assurance professionals
- ✓ Managers responsible for organizational oversight and accountability
- ✓ Committee secretaries and governance support professionals

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Governance Effectiveness & Organizational Accountability

Learning Objectives

- ✓ Explain how effective governance supports organizational direction, oversight, and accountability.
- ✓ Clarify governance roles and decision rights across different organizational levels.
- ✓ Design practical delegation and authority arrangements.
- ✓ Strengthen accountability for decisions, actions, and organizational outcomes.
- ✓ Evaluate the effectiveness of committees and oversight structures.
- ✓ Improve the quality of information used for governance and oversight.
- ✓ Establish effective challenges, escalation, and assurance mechanisms.
- ✓ Diagnose governance weaknesses and identify practical improvements.

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Governance Effectiveness & Organizational Accountability

Course Outline

✓ DAY 01

Making Governance Work in Practice

Understanding Governance as an Operating System

- ✓ Connect organizational direction, decision making, oversight, accountability, and assurance.
- ✓ Distinguish governance responsibilities from day-to-day management responsibilities.
- ✓ Recognize symptoms of governance that exist formally but performs poorly in practice.

Mapping Governance Roles

- ✓ Clarify responsibilities across governing bodies, committees, executives, management, and control functions.
- ✓ Identify overlaps, gaps, and unclear ownership between governance roles.
- ✓ Develop an **Organizational Governance Map** for a simulated organization.

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Course Outline

✓ DAY 02

Clarifying Decisions and Accountability

Designing Decision Rights

- ✓ Determine which decisions belong at strategic, executive, functional, and operational levels.
- ✓ Clarify who recommends, approves, executes, challenges, and monitors significant decisions.
- ✓ Prevent unnecessary escalation without weakening appropriate oversight.

Making Delegation Effective

- ✓ Translate authority into clear and usable delegation arrangements.
- ✓ Align delegated authority with responsibility, competence, risk, and organizational boundaries.
- ✓ Complete a **Decision Rights & Delegation Exercise** involving conflicting organizational authorities.

Governance Effectiveness & Organizational Accountability

Course Outline

✓ DAY 03

Strengthening Oversight and Challenge

Improving Committee Effectiveness

- ✓ Clarify committee purpose, mandate, membership, authority, and expected decisions.
- ✓ Recognize duplicated forums, ineffective meetings, and unclear committee accountability.
- ✓ Evaluate whether governance forums produce decisions and follow-through rather than information exchange alone.

Creating Constructive Challenge

- ✓ Distinguish effective challenge from unnecessary intervention in management responsibilities.
- ✓ Encourage evidence-based questioning and consideration of alternative perspectives.
- ✓ Complete a **Governance Challenge Simulation** involving a significant management proposal.

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Course Outline

✓ DAY 04

Improving Governance Information and Escalation

Getting the Right Information to Decision-Makers

- ✓ Determine what information governing and oversight bodies need.
- ✓ Improve the relevance, timeliness, clarity, and decision usefulness of governance reporting.
- ✓ Recognize information overload and reporting that hides rather than highlights significant issues.

Building Effective Escalation

- ✓ Define which issues require escalation and who needs to receive them.
- ✓ Establish escalation triggers based on significance, urgency, authority, and organizational impact.
- ✓ Complete an **Escalation Decision Scenario** involving delayed information and competing responsibilities.

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Course Outline

✓ DAY 05

Diagnosing Governance Effectiveness

Connecting Governance with Assurance

- ✓ Understand how risk, compliance, internal control, and internal audit provide different forms of assurance.
- ✓ Identify assurance gaps, duplication, and issues that remain outside effective oversight.
- ✓ Use assurance information to strengthen accountability rather than create additional governance layers.

Improving Organizational Accountability

- ✓ Diagnosing weaknesses in decision ownership, delegation, oversight, information, and follow-through.
- ✓ Define practical improvements and assign clear responsibility for implementation.
- ✓ Complete a **Governance Effectiveness Lab** in which participants diagnose a dysfunctional governance environment and redesign its decision, accountability, oversight, and escalation arrangements.



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Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
Dec. 21, 2026	Dec. 25, 2026	5 days	4250.00 \$	UAE , Dubai

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