



BOARD EXCELLENCE

ENABLING HIGH-PERFORMING BOARD TEAMS

Non-Executive Director & Chair Search Service

boardexcellence.ie



About Board Excellence

Board Excellence is a leading board consultancy practice with extensive board effectiveness and governance experience across multiple sectors and types of organisations, from small family businesses to large private and publicly listed entities. All of the Board Excellence partners are serving Non-Executive Directors and are former CEOs, senior executives or founders. This experience means we understand boards and are attuned to the importance of selecting directors who are the right fit for each organisation and its unique aspirations. 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 Non-Executive Director & Board Chair Search Service

Board Excellence provides a specialist Non-Executive Director and Board Chair search service. As an organisation, whether you are seeking to recruit a Non-Executive Director for your existing board, or appoint your first Non-Executive Director, Board Excellence will support you at every stage of the search process.

Likewise, as a candidate, whether you are an experienced Non-Executive Director or you're looking for your first Non-Executive Director role, we will offer guidance and support.



We start the selection process by working closely with your Chair and/or CEO to understand your board skills and diversity requirements, as well as your plans, goals and challenges. An appreciation of the purpose, values and culture of your organisation is an important part of this initial stage.



We then produce a role specification and reach out to our extensive and diverse network to identify suitably qualified candidates. We complement this with a targeted search project when required.



We conduct initial meetings with appropriate candidates to ascertain their interest and level of fit for the role. Working with the Chair and /or CEO, we refine a shortlist of candidates to meet directly with the Chair, CEO and other directors as appropriate.



We manage all candidates through the process, and prepare the offer letter and other relevant documentation for the successful candidate. If required we can also assist with the induction programme for the new NED.

Illustrative NED & Board Chair Search Client Testimonials



"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 up skill 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 Creedon, Board Chair, iNua Hotel Group)



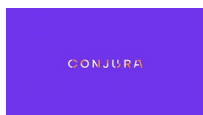
"We were delighted with our experience working with Board Excellence to help us recruit top talent to our newly formed Board of Directors. We wanted the best help to get it right. From the beginning of the process, Kieran and his team worked with us to firstly understand how a successful Board should be structured and then helped us identify our needs and clearly define the job specs. Board Excellence's network is incredible and they connected us with some fantastic individuals who all would have been suitable for our Board. What was most impressive was that they understood our brand and business and matched our passion to find the right board members to help the business grow. For any early-stage business looking to start a board then I would highly recommend Board Excellence."

(Niall Horgan, CEO & Co-founder, Gym Plus Coffee, Athleisure Company)



"We recently engaged the services of Board Excellence to conduct a search for a Non-Executive Board Advisor. We were very pleased with the guidance and support we received, in particular the robust process of assessing and defining our needs and devising a comprehensive brief for the role. We are also delighted with the appointment of a high calibre board advisor and excited about the future and how this advisor will constructively challenge and inspire the senior executive team on overall performance and on innovative growth opportunities. Thank you Board Excellence."

(Niamh O'Driscoll, Managing Partner, Fastnet Talent Group - Recruitment Company)



"Conjura approached Board Excellence to seek help finding a board chair in advance of a growth funding round. Several high quality candidates were sourced by Board Excellence and following a series of interviews we were delighted to secure our first choice candidate. Throughout the process everything was run efficiently allowing me to concentrate on choosing the right fit. Not only did Board Excellence find the candidates and run the process but they also provided invaluable advice throughout."

(Fran Quilty, CEO & Co-founder, Conjura - International Software Company)

A candidate's perspective

"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."

(Independent Non-Executive Director, National nursing home group)

Illustrative Board Excellence clients in Ireland



The Board Excellence Team

Anne-Marie Taylor PARTNER

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Anne-Marie is a Non-Executive Director on boards including the Public Appointments Service, the UCD Governing Authority and the Irish Hospice Foundation. She was the Programme Director for Balance for Better Business, the government-sponsored, business-led initiative which aims to improve gender balance in Irish business leadership. She is co-founder of the Board Diversity Initiative which produces a directory of senior women suitable for board roles.

Most of her executive career was with Accenture where she held a number of local and global roles. In recent years she has led her own management consulting operation working on business transformation projects with clients across a variety of sectors.

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 22 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.

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