

Hi, I'm Iain Massey, owner of Upland Consulting, known as 'the board bloke'. I specialise in helping boards of directors do their work better, and helping businesses get the benefits of good board work - even if they're not board-ready.

My motto is 'Head, Heart and Bottom Line'. Our businesses need and deserve our thinking skills. They also need and deserve our commitment, values and human presence. Our heart, in a word. And if we're not holding ourselves to account financially, we are not really in business.

So: **Head, Heart and Bottom Line™**

Why boards? Years ago, I worked with a company that had good service, good people, good customers and great ambitions. But their board didn't know how to do its job properly, and held them back at every turn. I realised then that business success has to start at board level.



"Iain's assistance was invaluable in improving our corporate governance policies and procedures. He took the time to understand the business, was responsive to our needs and a pleasure to work with. I would have no hesitation in recommending Iain and Upland Consulting" - Sharna Kearney, CEO.

Upland Consulting is based in the beautiful South West of Western Australia, and works with clients across Australia.

I'm a graduate member of the Australian Institute of Company Directors (AICD), and a training facilitator for them. Also an Associate Fellow of the Australian Institute of Management (AIM), and an Advisor Member of Family Business Australia (FBA). I have postgraduate qualifications in computer science and business management.

Call me about speaking engagements too. Popular topics include *The Magic of Advisory Boards* and *Why Have a Board?*

Get my blog and a whole lot more free info here:

www.upland.com.au

Email me here:

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For Boards



Do you want to:

- Set up a board of directors?
- Understand your director role?
- Demystify board work and do it better?
- Get more value from your board?
- Manage rapid business growth/change?
- Have an advisory board for your business?
- Help your family business through a scary change?

Upland Consulting offers workshops, seminars, briefings, inductions, assessments and mentoring programs to help directors, boards and business owners.

Email me: Iain@upland.com.au

www.upland.com.au

Workshops and Seminars

The Effective Board Workshop — half a day, in boardroom, fully interactive, with unlimited Q&A. We'll work through the principles and practices that make for good board work. Includes a workbook each, and three months' free followup phone support.

Future Director Briefing — thinking of joining a non-profit or family business board? Here's a quick sketch of what's involved. One hour briefing, minimum 10 people.

Governance Gotchas for Non-Profits — having 'not for profit' in the constitution doesn't give directors a place to hide. The standard is pretty much the same as for company directors. This two hour in-boardroom session, with unlimited Q&A, shows you where the pitfalls are and how to avoid them.

Board Boot Camp — the real deal. Two days of intense learning, with role plays, to cover the foundations of good directorship. We'll have outside experts on specialist topics, and unlimited Q&A. Includes workbook and three months free followup support.

Mindfulness in the Boardroom — a series of classes introducing the practice of mindfulness for better board work.

Advisory Boards

It is magic. The proven value of an advisory board to a business dealing with growth, crisis or transition is nothing short of magic.

Advisory Board Jump-Start — I'll set up and run your company's advisory board. Includes legal documents and all board papers.

The Magic of Advisory Boards — don't believe me? This is my favourite speaking topic and I'll *prove* the magic!

Mentoring and Masterminds

You're not alone. As a director or board chair, you need the confidential support of someone who's been there.

Private Mentoring — we'll meet regularly, with an agenda, and we'll deal with the difficulties and setbacks you're facing in your board work. And we'll celebrate the wins!

Mastermind Peer Circle — a confidential and supportive circle of other directors, with a structured format. Learning and thinking together in this environment is so powerful.

Reviews

Every successful board, like every successful person, seeks feedback. Board reviews, sensitively handled, can transform board performance.

Governance Desktop Review — are your constitution, charter and board papers helping or hindering? You'll get written feedback and suggestions, with an optional in-boardroom presentation if you choose.

Board Dynamics Review — good process is a start. But a good board also negotiates well. This is a '*fly on the wall*' review of your board's dynamics with a presentation and discussion of findings.

Board 360 — a questionnaire-based review, with interviews of how your board's performance is seen by its members and stakeholders. Powerful data!

Family Business

A special note for family business: you are special and different. All of this relates to you, but has to be applied with sensitivity and in accordance with the family values. I get it.

Ask about special briefings on ***Family Business Succession*** and ***Family Business Governance***.

Head, Heart and Bottom Line