

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.

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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](http://www.upland.com.au)

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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](mailto:Iain@upland.com.au)

[www.upland.com.au](http://www.upland.com.au)

## Workshops and Seminars

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***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

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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

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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

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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

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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*