

PEOPLE-POWERED GOVERNANCE

SPEAKERS

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(No slides)

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Stream sponsor

Willis Towers Watson 

 #PLSA

DB STREAM

**PENSIONS AND
LIFETIME SAVINGS
ASSOCIATION**



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PEOPLE-POWERED GOVERNANCE

- ▶ Trustees – who gets on boards and who doesn't - will the push to professionalism help?
- ▶ MNTs – ready to face the 21st century?
- ▶ MNTs selection v election or one followed by another – what questions to ask at selection – examples of what works and what doesn't
- ▶ Governance structures – one size does not fit all – how to get maximum impact out of your board
- ▶ Differences between board responsibilities in DB and DC
- ▶ How chairs can impact boards – effective chairs make use of sub committees, improve governance; impact of ineffective chairs
- ▶ Keeping boards diverse

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STRATEGY, STRUCTURE AND PEOPLE

Susan Hoare
Partner, Retirement Practice
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STRATEGIC BUSINESS PLAN



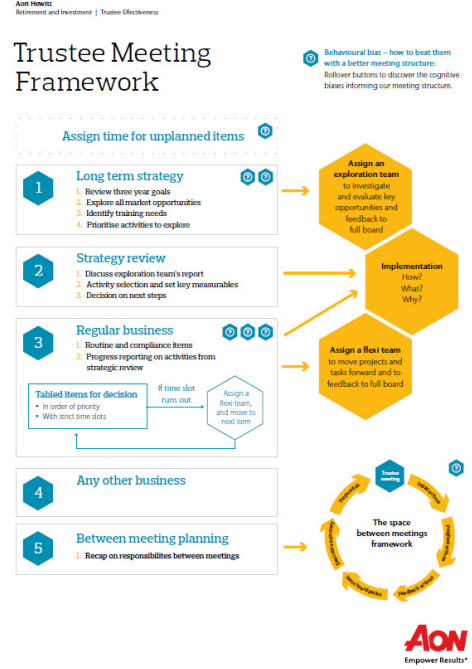
VISION Your picture of a successful future

LONG TERM GOALS What you're trying to achieve in the long-term

3 YEAR GOALS What you're delivering over the next 3 years to stay on track

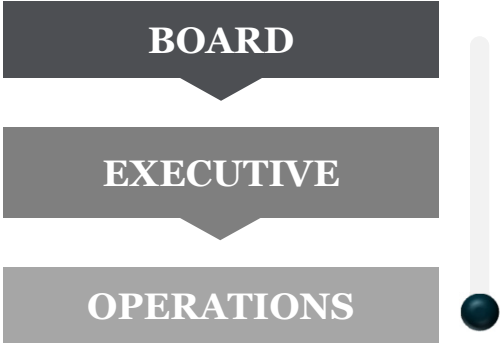
ACTION PLAN Detailed plan cascading from your 3 year goals

REGULAR MONITORING Establish the reporting to track your performance



THE RIGHT STRUCTURE

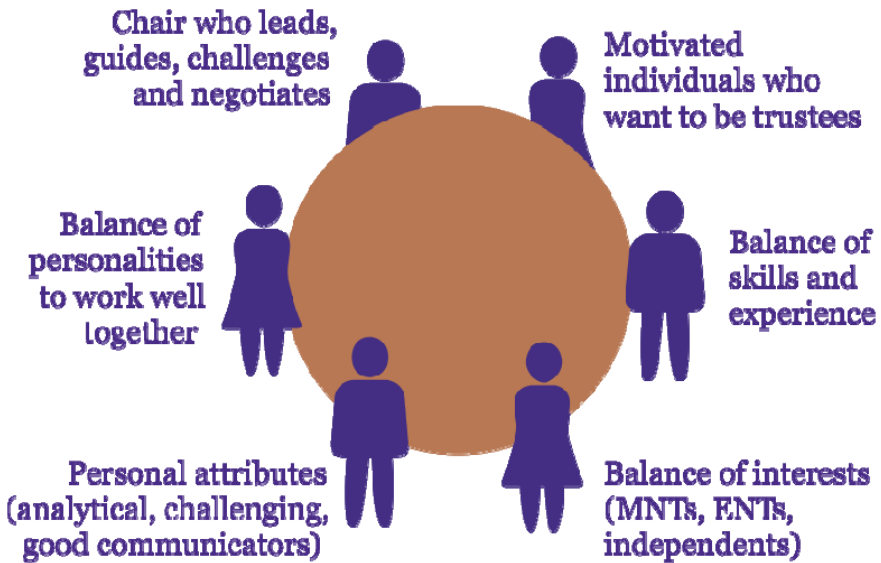
Elevate the role of Trustees



Delivery model



UNDERSTANDING THE BOARD



- ▶ Devil’s advocate lens
- ▶ Value of an encouraging chair
- ▶ Overcoming the authority effect

Source: <http://www.thepensionsregulator.gov.uk/docs/21st-century-trusteeship-governance-discussion-2016.pdf>

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TRUSTEE CONFERENCE 2017

Clear decisions; transparent outcomes



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