

# STONEBANK PARTNERS

## GOVERNANCE & DECISION EXCELLENCE PROGRAM™

Corporate Boards · Executive Leadership Teams · Steering Committees · Decision Excellence Process · Coaching

### Governance & Decision-Making Effectiveness Is the #1 Driver of Corporate Value

Companies excelling at governance consistently outperform peers in growth, profitability, M&A success, and shareholder value — yet most operate with structures designed for a simpler era.

Today's environment demands high performing governance and robust business decisions due to increasing market complexity, AI-driven disruption, rapidly evolving business models, and compressed decision timelines which expose the limits of traditional governance and poor decision practices. Boards and internal committees that fail to evolve become the single largest brake on performance.

Our program addresses the full governance chain — boards, executive leadership teams, product development committees, capital approval bodies, steering committees, and their critical interconnects.

We start with a focus on Decision-Making excellence and that drives governance structure(s), membership, processes, systems, tools and techniques. This includes leveraging AI opportunities to drive better information, collaboration, speed, and process productivity.

#### STRATEGY & OPERATIONAL EXECUTION

Capital · M&A · Portfolio · Programs · Capabilities

#### DECISION EXCELLENCE

Speed · Quality · Alignment · Accountability · Information · Recommendations

#### GOVERNANCE ARCHITECTURE

Boards · Committees · Interconnects · Committees · Charters · Process · People

### Typical Situations We Address

#### BOARDS & BOARD COMMITTEES

- ▶ Establishing or evolving company boards and committee structures
- ▶ Transitioning from founder-led to professionally governed board
- ▶ Pre-investment / pre-exit governance readiness (PE, VC, strategic buyers)
- ▶ Board composition lacking independent broad sector, strategic, operational, M&A, and technology expertise. Individual board members are not collaborating, contributing, or supporting board decisions.
- ▶ Decision-making rigor and process not including best practices and processes resulting poor decision quality, speed, and business results.

#### INTERNAL GOVERNANCE COMMITTEES

- ▶ AI/digital, product development, capital investment, and M&A transactions are not well governed, portfolios prioritized and planned in an integrated manner, resourced, and cross-functionally aligned and executed with speed.
- ▶ Slow or poor-quality decisions causing major program delays, missed market windows, products/services that do not meet customer needs
- ▶ Structuring or enhancing Executive Leadership Teams, Product Development Approval Committees, Steering Committees, and Capital Allocation bodies
- ▶ Decisions made at top but not implemented cross-functionally
- ▶ Annual plans and roadmaps that are quickly outdated; inability to pivot quick as situations change
- ▶ Conflicting priorities and misaligned execution plans across R&D, Manufacturing, IT, and Commercial
- ▶ Capital misallocated to low-ROI initiatives while high-value bets go underfunded and under-resourced
- ▶ Behaviors are not aligned to process and role expectations and require change management and coaching

## THE COST OF WEAK GOVERNANCE

**78%**

of strategic initiatives fail to achieve intended outcomes (HBR / McKinsey / Gartner)

**67%**

of well-formulated strategies fail at execution due to poor governance (HBR)

**30%**

cite cross-unit coordination failure as the #1 barrier to strategy execution (HBR)

**~30%**

of C-suite execs rate their board as 'good' or 'excellent' (Board Intelligence)

**200%**

higher shareholder returns for high-performance governance culture (Board Intelligence)

#### LOW-PERFORMING GOVERNANCE

- ▶ Reactive to markets; strategy overtaken by events
- ▶ Decisions delayed by unclear authority and low engagement
- ▶ Capital misallocated; high-value bets go underfunded
- ▶ Decisions made but not implemented cross-functionally
- ▶ AI/digital governed reactively or not at all
- ▶ CEO/management lack clear visibility, oversight, and accountability

#### HIGH-PERFORMING GOVERNANCE

- ▶ Forward-looking; governance adapts strategy in real time
- ▶ Decisions made faster, higher quality, at the right level
- ▶ Capital governed by rigorous prioritization and value contribution
- ▶ Cross-functional alignment ensures decisions cascade to execution
- ▶ AI/digital investments governed with clear portfolio and platform plans and cross-functionally aligned resource allocation
- ▶ CEO/management aligned to clear KPIs,

## PROGRAM COMPONENTS

### 01 Governance Assessment

- ▶ Evaluate board & committee structures / interconnects
- ▶ Benchmark vs. best-in-class practices, principles, results, behaviors
- ▶ Review decision process, rights, friction points & gaps
- ▶ AI / Agent enabled information and decision processes
- ▶ Assess decision performance, quality, timeliness, and execution

### 02 Structure & Process Design / Refinement

- ▶ Define decision types, decision rights, RACI & authority levels
- ▶ Design committee charters & governance cadence
- ▶ Capital allocation, portfolio optimization, & investment approval processes and resource allocation
- ▶ AI / digital decision enhancements and governance frameworks
- ▶ CEO & management reporting and accountability

### 03 Board & Committee Chartering and Coaching

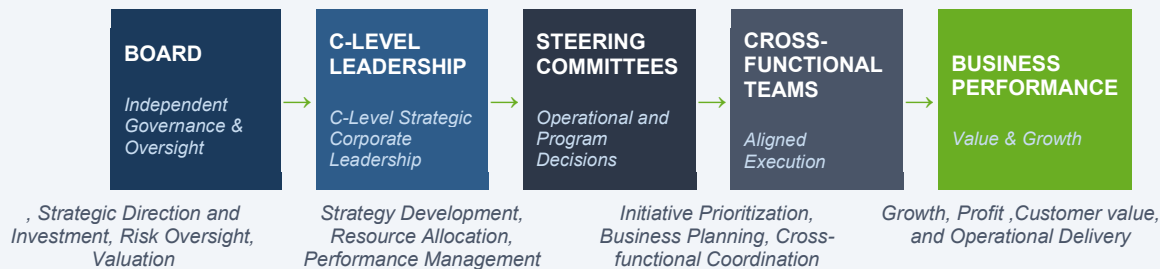
- ▶ Board composition, charter & committee memberships and decision-excellence best practice coaching
- ▶ Executive Leadership Team governance setup, mobilization, training and coaching real-time decision support
- ▶ Product & R&D Approval Committee, Steering Committees, IT Project Committees, and similar charter, mobilization, training and coaching real-time

### 04 Ongoing Advisory & Board Service

- ▶ Independent board director or advisory service
- ▶ Fractional governance coaching for CEO & leadership
- ▶ Ongoing board and committee facilitation
- ▶ Critical decision support and scenario planning
- ▶ Annual governance effectiveness review

## GOVERNANCE FRAMEWORK

### Board → CEO → Committees - Teams → Execution: The Aligned Governance Chain



## WHY STONEBANK PARTNERS

### Governance & Decision-Making Experts

Specialized expertise in governance architecture, decision-making frameworks, and committee design — applied across boards, executive leadership teams, and cross-functional steering bodies for all business contexts. Governance and decision excellence is our core practice, not a secondary advisory topic. We bring proven practices, tools and structured frameworks built from real client engagements. We are not the typical HR organizational design consultants. We bring deep decision capabilities, strategic leadership, transaction, and operational expertise for which decisions need to be applied.

### Peer-Level Advisors & Wide Executive Network

Senior partners from top-tier consultancies such as Accenture, EY, Kearney, PwC, and PRTM and Corporate Executives with direct C-suite and board advisory experience across Fortune 500, mid-market, and new venture companies. Backed by a curated network of retired C-suite executives from leading MedTech, Industrial, Consumer Products, and High Technology corporations — giving clients immediate access to best-in-class sector expertise and decision-making experience on demand.

### Real-World Critical Decision Results

We serve on and advise boards, CEOs, Steering Committees in support of critical decisions that define company value: M&A and deal strategy, product development governance, digital and AI transformation, business scaling and investment decisions, operational improvement programs, annual business planning, and capital allocation prioritization. Our credibility is built entirely on results, not frameworks and slide decks. We stay are intimately engaged like your company is our company.

## STONEBANK PARTNERS LLC

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## Governance & Decision Excellence Program™

Your Catalyst and Partner for Business Results