



**REAL WORLD  
GROUP**

Real World Group   
**iGovernance**  
Public/Third Sector

**DIAGNOSTIC TOOLS**

Real World Group's iGovernance is a uniquely valid 360-degree instrument designed to provide multi-rater feedback to Non-Executive Directors and Chairs.

iGovernance, available in specialised versions for the Public or Private sector, provides your Non-Executive Directors with considered feedback on both:

- Engaging leadership behaviours based on one of the world's most validated leadership models
- Essential role-specific competencies that ensure they are providing the governance assurance required of them.

Effective organisations rely on their Non - Executives being both effective performers in their oversight and strategic role, and engaging well with their Board colleagues and the wider workforce. Real World Group research shows that whether or not these individuals are an effective team member can have a major impact on the factors that enable the optimal performance of leaders throughout the organisation.

Quality decision-making by Boards also depends on Non-Executives displaying the right attitude and engagement with employees more widely, so that they are personally informed about what is going on, rather than relying on hearsay.

## Benefits of applying iGovernance

The robust nature of iGovernance is demonstrated by the fact that there is unique, longitudinal evidence showing that the behaviours it assesses have a direct impact on productivity, wellbeing and positive attitudes to work. The leadership factors assessed by iGovernance help build the capability of your Non-Executive Directors that:

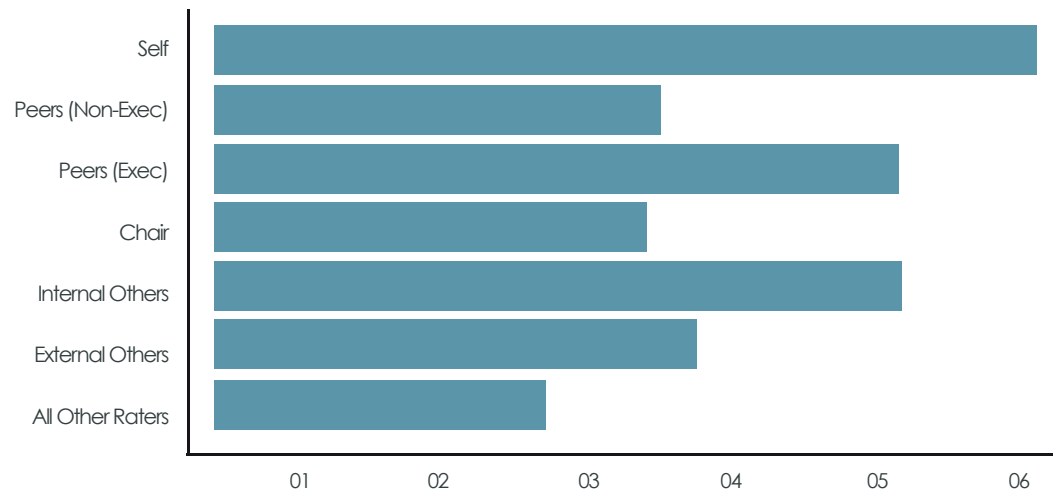
- Increases the ability of the organisation to effectively manage risk, monitor performance and lead change
- Enables the organisation to maximise positive customer outcomes and overall performance
- Enhances effective partnership working in an increasingly joined-up world
- Has honesty and integrity at its core.

Individual reports can be combined into a collective group report so that Non-Executive Directors can enhance their development by comparing and contrasting their shared strengths and development needs with each other. They may choose to share this information with other individuals and groups as appropriate, to enable them to harness additional developmental support.



## Accessible and Enabling

I keep in touch with what is going on by walking around, talking and listening



SAMPLE GRAPH