

Coach to the Board | Programme Factsheet

Boards can do better. Let's refresh their identity and assemble the members to operate at the top 1% level with this journey through our 12-month transformation programme designed for boards and leadership teams ready to lead with confidence, clarity and credibility across the organisation.

Participant profile

This programme is designed for boards and senior leadership teams who are operationally strong but culturally misaligned, politically strained or lacking cohesion.

It suits C-Suite leaders seeking a connected team that operates strategically and visibly, FDs aiming to strengthen the leadership layer without tiptoeing around dynamics, and board members who recognise that unspoken issues are holding the team back.

Participants are commercially focused, committed to high performance and ready to clarify priorities and step into a more cohesive, high-performing leadership identity.

Why this programme exists

Boards rarely lack experience. They struggle with alignment, honesty and accountability. Tensions go unspoken, frustrations are passed privately, and trust erodes quietly. On paper, everything may appear functional, yet the board is not truly leading the business.

This programme creates a fundamental shift. It builds the conditions for direct, constructive dialogue and shared understanding. It addresses the hidden challenges that impede high-performing boards, enabling them to move from operational control to strategic influence, from cautious conversation to confident accountability, and from fragmented thinking to a unified leadership presence.

The approach works on two fronts: in the room, through structured, facilitated dialogue, and behind the scenes, with high-performance coaching and real-time interventions. The outcome is a board that operates with clarity, focus and strategic authority.

Programme focus areas

The journey begins with a diagnostic phase that uncovers how the board functions in reality. This includes 1:1 assessments, structured interviews and insight into behavioural patterns,

blind spots and unspoken blockers. From this evidence, we create a tailored development plan that ensures all subsequent sessions are targeted and highly relevant.

The programme then delivers a high-impact journey through facilitated group sessions, targeted one-to-one coaching, live team interventions, and business-grounded leadership development that equips the board to make high-stakes decisions with confidence.

Design for Your Board: Evidence-Based and Bespoke

Shaped by facts, the design draws on diagnostics and insights from the team, the context and strategic priorities, ensuring sessions are highly personalised and directly relevant. This evidence-led approach fast-tracks the development journey, allowing the board to engage from a position of clarity and strength from the very first intervention.

What changes after this

- Boards develop strategic focus and a shared language to hold each other to account
- Leaders operate with greater confidence, credibility and visibility
- Decision-making improves, with less political noise and ambiguity
- Trust deepens across the team, enabling more effective collaboration and influence
- The board aligns behind strategic priorities and understands the culture nuances
- Move from functional to high-performing, with clarity in roles, expectations and outcomes

Led by Nis Arend

With extensive experience coaching boards and senior leadership teams across sectors, Nis brings precision, insight and strategic clarity to every engagement. She identifies what others miss, addresses what others avoid and builds leadership cultures that hold under pressure. Her approach combines rigorous assessment, structured reflection and bespoke interventions that deliver measurable impact while maintaining a calm, discerning and commercially astute presence.

Client

"Nis supported our change and performance enhancement programme with the Board and Senior Management. I can't recommend her highly enough for the impact she brought to our business culture, with her infectious attitude and straight talking style."