

at a glance

WATSON focuses exclusively on governance. Elizabeth Watson, QC founded WATSON on the belief that bringing an intentional approach to governance helps organizations perform better. Since 2005 WATSON has helped hundreds of organizations establish or improve their governance practices and processes; conduct board, director and CEO evaluations; educate their boards and management teams; plan for board and CEO succession; and connect with high performing directors and CEOs. WATSON's clients include private and public companies, public sector entities, major trade and professional associations and not-for-profit organizations.

We help organizations perform better.



When we work with you, things change

At the heart of WATSON is our advisory practice. Our team is in high demand as trusted advisors and has earned a reputation for understanding our client's unique context, putting the issues on the table and not shying away from the tough questions. WATSON conducts governance reviews, drafts policy, facilitates meetings, forwards governance reform, and assists in succession planning. Clients appreciate WATSON's ability to pinpoint the challenges and provide solutions that address their ownership structure and operating environment. WATSON is at the top of our field; our knowledge is current and we are at the forefront of emerging trends. **WATSON builds the foundation for high performing boards.**

WATSON[™]
Advisory



Step up your organization's game

Good leaders ask for feedback and want to get better. Evaluating directors' and CEO performance and board effectiveness are critical board exercises, but many directors report that they are rarely done well. WATSON's approach is the exception. Our intentional design of the evaluation process is the differentiating factor. We ensure that feedback is objective, valid, meaningful and, most importantly, actionable. WATSON benchmarks against leading practices and help clients recognize and understand how to address the key issues. Our facilitated feedback elevates the conversation. WATSON evaluations provide a clear path for higher board and CEO performance. **Whether engaging in WATSON's Board, Peer or CEO Evaluations, clients tell us the results change their organization for the better.**

WATSON[™]
Evaluation



We connect boards with top talent

Good governance is grounded in solid practices and processes, but great governance depends on having the right people around the table. WATSON's multi-disciplinary search team helps organizations recruit key leaders, including independent directors, CEOs and governance professionals. We work closely with the board to ensure roles are clear, the right processes are in place and good decisions are made. WATSON's full-service recruitment helps organizations define the role, identify and evaluate candidates, support the board's decision and onboard their leaders. Our networks reach well beyond the usual suspects, providing access to a diverse and talented pool of candidates who meet today's expectations for experience, expertise and cultural fit. **A WATSON search sets up your organization for success.**

WATSON[™]
Search



Good governance isn't just about manuals, it's about people

In today's environment, the board needs the corporate secretary to do more than just take notes and organize meetings. The best corporate secretaries manage the many facets of board operations, including overseeing the forward calendar, aligning board and committee meeting agendas with the most important strategic issues, and ensuring the right materials are brought before the board. Acting as strategic advisors, WATSON's corporate secretaries facilitate productive Chair/CEO relationships and counsel management and directors on governance-related issues. Clients rely on WATSON's out-sourced service to get the expertise they need, when they need it the most. We are reliable, professional, energetic and high performing. **A WATSON corporate secretary brings years of legal experience and governance expertise to your boardroom table.**

WATSON[™]
Corporate Secretary



Governance, one size does not fit all

We see the power of intentional governance every day and the positive impact it generates across organizations. Honed from years of advising organizations, the WATSON Academy challenges traditional governance thinking. WATSON's flagship courses, Governing with Intention[™] and The Intentional Board[™] deliver practical tools and clear guidance to help directors and management enhance their governance effectiveness. They are engaging, informative and relevant. Offered to the public or as in-house customized courses, participants learn how to shift the dialogue to the issues that matter, navigate the line between governance and management, elevate their personal contribution at the board table and design their board's culture. **Participants walk out of the classroom into a better boardroom.**

WATSON[™]
Governance Academy