



icehouse
Grow smarter. Grow faster.

Smart Governance

Building clarity in business, governance and leadership structures to make smarter decisions.

For Owners &
Shareholders of
businesses with
annual revenue of

\$5M+

Smart Governance

Business owners today face increasing complexity, competition and margin pressure. To navigate toward their vision — and adapt when circumstances change — they need strong business, governance and leadership structures that support clarity, accountability and confident decision-making.

Good governance sets the vision, goals and ethical frame for behaviours and decisions. It brings objectivity, wisdom and experience to complement management, increasing the likelihood of better decisions and sustainable results.

This programme goes beyond governance fundamentals. It helps you strengthen the business, leadership and governance systems that drive performance: clear strategy, aligned goals, empowered management, effective delegation, organisational resilience, succession readiness and exit positioning.

The result is a leadership environment where people are safe, supported, challenged and able to thrive — without unnecessary bureaucracy.

In this programme, you will:

- Explore governance options and determine the right structure for your business.
- Understand director obligations — including the less obvious ones.
- Navigate the complexity of multiple shareholders, continuity and succession.
- Reconnect your vision, goals, and strategy to operational reality.
- Identify your key business drivers, dashboard reporting and alignment with senior manager KPIs.
- Understand what drives business value, manage cash and optimise capital structure.
- Strengthen risk identification, mitigation and opportunity evaluation.
- Build organisational resilience through empowered leadership, clear delegation of authority and succession-ready structures.

Investment:

\$7,850 + GST

Who is this for:

- Businesses with annual revenue of \$5M+
- Growth and mature-stage companies
- Organisations with or establishing management structures
- Multi-shareholder and family businesses
- Owners considering succession or positioning the business for an eventual exit
- Senior leaders wanting clarity on governance, leadership structure and continuity

What you'll gain:

- A practical framework for right-sized governance that fits your business.
- Clarity on your role as an owner or shareholder, and the advisory or governance structure that supports it.
- A clear, actionable plan to implement governance, leadership and delegation structures — and a rhythm to keep you accountable.
- Practical tools and templates you can quickly implement in your business and governance to strengthen decision-making, leadership alignment and organisational resilience.

The details:

This is a non-residential programme at Icehouse in Parnell. It runs over five days in three blocks across three months, combining expert presentations, peer discussion and practical working sessions — ensuring this is useful, actionable and not just another item on your to-do list.



“I’m on a board and I’m also reporting to a board. Now I have the knowledge, the discipline, and the frameworks to strategically add more direct value across the business. Derek Young and Liz Wotherspoon were exceptional facilitators, and the small group allows for valuable discussion.”

Tom Sherratt

General Manager, Winseed Group
Smart Governance Participant

For more info, visit theicehouse.co.nz