

# Decoding culture series



## Read the rest in the series

#1: Purpose

#2: Accountability

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#4: Governance

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## Governance: Unscrambling your data

Good governance isn't just about compliance. It's the systems that direct, control and monitor everything that goes on in an organisation. But to arm senior management with the tools they need to effectively oversee your business, they need clear and detailed Management Information (MI) that tells them what they need to know, when they need to know it.

It might sound simple, but bottlenecks can easily arise as a result of too little, or even too much, information. Lack of availability can mean that quality is likely to be poor, whereas if there's an information overload, it's hard to work out what's relevant and what's not. Whatever the issue, many businesses are struggling to connect the dots between data sets and decipher what their MI is really telling them.

With the regulatory focus firmly on the effectiveness of your governance arrangements, it makes sense to ensure your governance arrangements, MI and internal data is pulling its weight and you can decode what it means.

In the fourth in our decoding culture series, we cover how Hemisphere can help you get governance right.

### Test your foundations

1

The crucial first step is defining your business strategy, putting effective systems and controls in place, and getting the right structure and leadership — with clearly articulated roles and responsibilities. Without them, it's unlikely that you'll be able to spot emerging risks, no matter how much data you amass.

The upcoming FAR regime was created to deal with the issue of accountability. With clear lines of responsibility, accountability and oversight, firms that get it right will have much better visibility of risks and more informed decision-making. After all, over the years we've often found overlapping and cluttered sets of MI floating around a business. It offered little to no insight into the patterns and trends that could be used by senior management when making key decisions. Ultimately, this meant that potential risks were likely to go unnoticed and unchecked.

With our programme Hemisphere, we can reveal how well-embedded the accountability regime is in your business, and so how effective your governance arrangements really are. Are lines of responsibility mapped correctly, with people given the right level of authority and independence to do a good job? By deep diving into your business functions, understanding your MI requirements and mapping the span of control and influence in your business, Hemisphere can identify any issues and pinpoint how your governance arrangements could be improved.

2

## A science-backed approach

Technology has transformed the way we work. Used well, it enables us to do way more with a lot less. This is particularly true for measuring and tracking your culture.

For some, a tech-enhanced culture assessment means an off-the-shelf employee survey that assigns a RAG status and calls it a day. But the data you collect is only as good as the analysis, and the insights it delivers.

With Hemisphere, we've used revolutionary AI to support regulatory experts and behavioural scientists to do what they do, but even better. With a unique combination of smart tech and clever people, we'll take that data, drill down through layers of aggregation, and enhance it with qualitative insights connected to real risk factors — unlocking a wealth of cultural intelligence in the process.

2

## Focus on action

Growing a successful business is rarely a smooth ride. It often feels like an uphill struggle, fraught with new roadblocks and emerging risks. And while we'd rather be free of them entirely, even the healthiest of cultures can't eradicate all risk. What matters is the tangible steps you take to address, manage and mitigate them.

Our experts unscramble the data collected by Hemisphere's suite of analytics tools to uncover how you manage potential risk. We'll then look at things like your regulatory reporting, breaches, incidents and conflicts of interest, and whether an awareness of conduct risk is embedded in your training. Off the back of that, we'll provide practical recommendations to help strengthen your conduct risk framework and enhance your governance.

# Hemisphere helps you crack the code

Data is only as useful as the insights derived from it. That's why we use a state-of-the-art analytics platform and experienced consultants to decode the information before it gets to you. This way you'll save time and budget, and know where remedial actions will make the biggest difference.

Hemisphere, our culture assessment programme, gives you the ultimate insight and intelligence into your business to decode your culture, measure and track it, and ultimately transform it.



Powered by state-of-the-art culture analytics technology



Calibrated by psychology and behavioural science



Underpinned by deep conduct risk expertise

**Hemisphere gives you more detail and insight than any other programme. Put us to the test.**

[Book a demo](#)