



## As unique as you are

As a senior manager or company executive, legal and regulatory pressures are increasingly having an impact on your business, your job and your future.

These pressures are at the core of your corporate duties. ICS's Corporate Responsibilities Service helps you identify these within the context of a complementary and confidential meeting with your key individuals, and provides you with the tools to meet the challenges and - consequently - to lead with your colleagues in driving your business forward.

The solutions we suggest will be unique to your needs; whether that is short term assistance or longer term ongoing development and support. A successful business needs people with the vision to identify opportunities, the leadership to drive change and the information and insight to recognise and control risks.

Call us and find out how our Corporate Responsibilities Service can help reduce the pressures and risks you and your business face.

Don't be like the "celebrity" who bemoans "get me out of here"; with ICS's assistance you and your company will survive and thrive in the corporate jungle.



**ICS**

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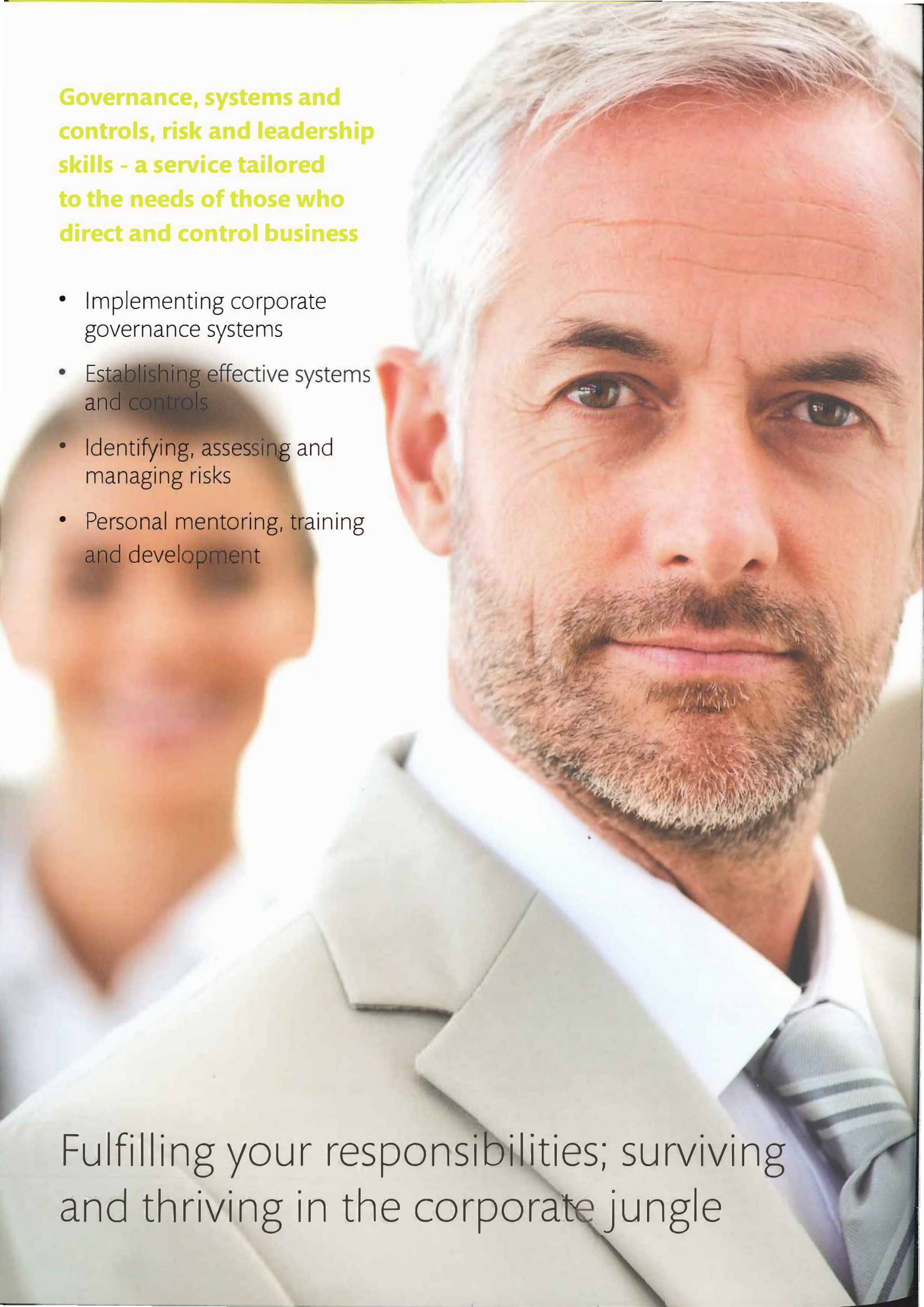




# Corporate Responsibilities

Fulfilling your responsibilities; surviving  
and thriving in the corporate jungle





**Governance, systems and controls, risk and leadership skills - a service tailored to the needs of those who direct and control business**

- Implementing corporate governance systems
- Establishing effective systems and controls
- Identifying, assessing and managing risks
- Personal mentoring, training and development

Fulfilling your responsibilities; surviving and thriving in the corporate jungle



## Corporate governance

Corporate governance is necessary for a business to operate effectively and for its leaders to make decisions based upon sound information.

In a well-run business, roles and responsibilities are clear, decision-making and accountability is transparent and oversight robust.

The ICS Corporate Responsibilities Service will help to:

- *Clearly set out responsibilities and reporting structures from the Board down*
- *Set up effective systems of delegation and accountability*
- *Introduce robust oversight and scrutiny*

## Systems and controls

Effective systems and controls are essential to implement the strategy and goals set by those who direct and control the business. Crucially, they also provide the infrastructure on which the Board relies to ensure the business operates ethically and in line with legal and regulatory requirements.

Setting up systems and controls is far more than merely drawing up written procedures. The process should involve proper communication and training; it should be underpinned by a programme of monitoring so that efficacy can be rigorously assessed and there should be reliable, up to date and relevant MI which can be regularly reviewed at the right levels.

ICS has extensive experience of setting up systems and controls and we have brought this understanding to our Corporate Responsibilities Service. We will assist in reviewing existing systems, identifying any gaps, recommending developments where necessary and, importantly, helping to introduce safeguards so the business can be confident its controls perform as expected.

## Identifying, assessing and managing risks

Robust risk management arrangements will both protect a business and, when appropriate, allow calculated risks to be taken to maximise business opportunities.

Failure to identify and manage risks has brought about the demise of many a business and, while not all risks can be avoided, the majority can at least be mitigated.

The ICS Corporate Responsibilities Service will enable firms to understand what risks to their business look like, where these may come from and how they can be addressed.

In addition, our unique risk identification software allows you to dig below the surface and really understand the risks and challenges your business faces from the perspective of those who actually implement your systems and procedures on a day to day basis. In our experience this process often provides an eye-opening look at how well your controls actually work in practice.

## Personal mentoring, training and development

In many instances directors step into their role without any formal training in the responsibilities and requirements which apply.

As a director of a regulated firm, such responsibilities are doubled including, as they do, those of an Approved Person.

The ICS Corporate Responsibilities Service is designed expressly for senior executives. It reflects the position such individuals have achieved by providing training and development appropriate to their role.

The service supports decision-makers to perform to their maximum potential by providing a solid foundation of knowledge on which to build necessary business skills including effective delegation, change management and leadership.