



The specialist risk, reputation
and crisis management consultancy



SMCR
A Roadmap to Success

SMCR - A Roadmap to Success

The Senior Managers & Certification Regime (SMCR) makes you personally accountable and legally liable for your business.

It requires absolute clarity on the structure of your organisation and a clear roadmap identifying roles and responsibilities.

Successful organisations have seen this not as a threat but as an opportunity to rethink how they manage their businesses and achieve:

- An environment that fosters talent, initiative and job satisfaction.
- Excellent client service from engaged, responsible and agile teams.

This could be your most important differentiator.

Further information

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Time for honest appraisal?

SMCR and the creation of the 'roadmap' represents an important chance to reassess the fundamentals of your business:

- Do we live by our values?
- Have our leaders adopted the notion of accountability?
- Do we empower our employees?
- Do we delegate responsibility effectively?
- Have we built trust and mutual respect?
- Is compliance core to our business and fundamental to our decision making?

The challenge is that many businesses admit to having become too prescriptive, too likely to micromanage and reluctant to delegate decision making. But, employees want to have choice and responsibility, and to be part of an organisation that has strong values, trust and mutual respect.

The analysis and planning needed to satisfy SMCR is a chance to reset the clock and embrace a robust leadership model that will deliver future success.

How we can help

The Prepared Mind™ Team at Deverell Associates are acknowledged experts in leadership and governance.

We have held senior positions in banking, PR, the Foreign Office and the SAS where particular value is placed on empowerment, trust, delegated responsibility and appropriate use of initiative.

Our collective experience enables us to see SMCR from the perspective of both the regulator and the regulated; we support the drive for greater responsibility and accountability.

Together we can help you create your 'roadmap', support your managers, train your staff and translate your values into action. We enable a business where compliance becomes a function of strong teamwork in a high performing culture.

What we offer

Drawing on experience from financial and other sectors, we help you achieve best practice and effective implementation.

Our services include:

Diagnostic sessions with senior leaders

- Corporate culture health check
- Leadership maturity model and gap analysis

Workshops and talks

- Meeting the leadership challenges posed by SMCR
- Decentralising control
- Empowerment and trust as a basis for compliance
- Accountability in practice
- Values-based leadership and decision-making

Developing & testing your 'Roadmap'

- Using interactive scenarios to test team cohesion and understanding of the model
- Creating clarity in a matrix management structure

Residential offsites

- CEO forum to share insights on changing corporate culture

What our clients say

"A superb exploration of the subjects of leadership, good governance, risk and compliance."

Paul Moxey, Professor, London South Bank University

"An extremely thought-provoking and insightful risk and governance simulation."

Michael Parker, Teaching Fellow, University of Surrey

"We embraced the concept of devolved responsibility and, in so doing, breathed new life into the business."

We moved from centralised control to an environment where everyone has their part to play, their initiatives and their ownership of results. We are better motivated and more engaged."

Leading MD, Financial Sector

Find out more at
www.deverellassociates.com

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*'Fortune
favours the
prepared
mind.'*

LOUIS PASTEUR

