



# An introduction to good governance for CICs

# Week 1: A Directors roles and responsibilities

As a board of directors of a Community Interest Company, you need to know what your legal responsibilities are and what duties must you carry out on a practical basis.

## Topics will include:

- Your **legal and moral** responsibilities
- The difference between **Governance and Management**
- Managing Risks
- **Conflicts of Interest**
- Understanding your **governing document**
- What does Good Practice Look Like- Case Studies and **Interactive discussions** on real life board situations



# Week 2: Building a strong Board

What are the key aspects and features of a really dynamic and supportive board? What does good practice look like?

## We will cover :

- What does a **strong board look like** and what are its characteristics?
- Tips for effective communication and troubleshooting- **how to deal with conflict!**
- How to **inspire and motivate** your board members to be actively involved
- How and why its important to attract a **diverse and skills range of board members**
- Top **Tips and Tools** for Effective Board Management



# Week 3: Understanding legal structures

What are the key aspects and features of a really dynamic and supportive board? What does good practice look like?

## We will cover :

- Choosing the Right Legal Form
- Key Differences: **Charity vs CIC vs Ltd Company**
- Legal structures in details (company limited by **guarantee** versus **shares**), Co-Ops, CIOs and regulators
- Finance and Legal Implications (asset locks, tax, VAT)
- **Strategic considerations**/future impacts



# Week 4: Understanding and staying in control of your CICs finances

Directors have a moral and legal duty to ensure finances are managed correctly and that the company is financially solvent and legal duties and compliance are met. In this session we will look at both the practical elements of financial management and the ability to interpret and understand your Social Enterprise's finances from a governance perspective.

## Topics will cover:

- Setting Up financial systems and controls
- Understanding **Cashflow versus Profit**
- Understanding **types of Profit**
- **Budgeting** and tracking performance
- Financial Forecasting
- **Compliance and Reporting**
- Understanding Board **Management Accounts** and Financial Statements
- Understanding and managing **reserves**



# Week 5: Earning not Asking- Creating a viable and sustainable business

What are the key aspects and features of a really dynamic and supportive board? What does good practice look like?

## We will cover :

- Balancing your **social** and **commercial** priorities
- Building a thriving **entrepreneurial** culture (Values, Ethos and Attitudes)
- Identifying growth areas and finding **inspiration**
- Developing a sustainable **business model**
- Financing your growth (**investment models** for Social Enterprises)
- **Marketing** and Branding
- **Business Systems** to support financial sustainability and growth



# Week 6 - Demonstrating Social Value and Impact

## We will cover :

- Understanding impact **terms** and ideas, including Social Value
- Creating a **framework** for impact reporting
- How to **collect and record evidence**
- Tools for **measuring** social value impact
- Different ways of **presenting** impact material
- **Storytelling** hints and tricks for greater impact





# Week 7: Creating your **vision** and **strategy** for success

As a director or leader of your social enterprise having a clear vision and strategy is essential in order to meet your social and economic objectives.

## Topics will include:

- Nailing your **vision**- Where does your organisation want to be in 5 years time- what do you want to be known and recognised for?
- What is your core driving force/ **mission**? What drives you
- What are the **core business areas** your will focus on to achieve your vision?
- What is your **approach** to business- what strategies will you adopt to develop your business?
- Telling your **story**-What is your story and evolution and how can you tell this to enhance your business profile and brand?
- What are your key business objectives/**milestones** you need to hit to get to where you want to be?



# Week 8: Presenting your Governance Action Plan for Peer Feedback

- This is a key opportunity for participants to identify key areas that need to be addressed to enhance board efficiency and performance
- Participants will have the chance to undertake their own SWOT analysis of their current board and identify key action areas
- They will also consider their vision for their future board- what will be its key values, features and functions- what will be the key to lasting success?
- Lastly participants will create a simple action plan in key governance areas that they will pledge to implement over the next year

**01**

SWOT Analysis



**02**

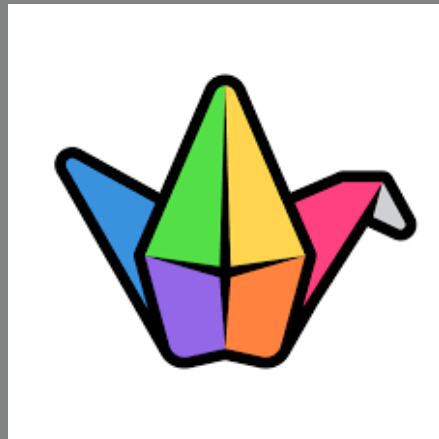
Board Strategy And Vision

**03**

Key Actions and Commitments



# OTHER RESOURCES



Padlet-all recordings and presentations available



Governance Checklist/  
Audit



Access to Mentor for questions/feedback



Use of Governing Well Badge on organisational literature

NEW

# GOVERNANCE AND SOCIAL ENTERPRISE MENTORING/CONSULTANCY

Social Firms Wales can also now provide Lloyds Foundation Grantees with specialist Social Enterprise mentoring in topics around CIC governance, business planning, business development, Income generation, impact reporting, developing social value opportunities and more. This can be booked in addition to the Governing Well course or as a separate commission on a daily basis.



For Further information and course booking details please contact:

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**An introduction to good governance for CICs- Next  
course date starts **Tues 2nd June 2026, 10am-11.30am****