

## YULETIDE BOARD REFLECTIONS

### *FIDELIO OVERTURE*



### A TIME TO PAUSE

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Christmas approaches. As the flurry of business and social activities subsides, it's an opportune time to reflect on the year that is drawing to a close.

For many on Boards, 2024 has been characterised by turbulence and volatility placing significant demands on the time and judgment of Board Members. Indeed, Fidelio has experienced a busy year with increasing focus from shareholders, regulators and Chairs on Board performance and value contribution.

Boards have become more outward-looking and accustomed to working at pace and with agility. These are prominent themes in Fidelio's most widely read Overtures in 2024. We share these below for some Yuletide reading over the festive period!

## CHANGE & THE BOARDROOM

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1. [The Board Skills Matrix & Transformation](#) – In this popular 2024 Overture, Fidelio explored a more dynamic application of the skill matrix to align Board composition and drive transformation.
2. [Team “Board”](#) – The Board clearly differs from the Executive Team, but an effective Board also shares attributes with high performing Teams. This Overture considers the Board as a Team and the characteristics of collective high performance.
3. [Geopolitics at the Boardroom Table](#) – Heightened geo-political risk has presented a prominent Boardroom challenge in 2024. Fidelio reviewed how Boards are preparing to better navigate geo-political complexity through Board learning and composition.
4. [To EV or Not EV? That is the Question](#) – Despite high hopes for the EV market, 2024 has proved tough with a number of auto OEMs pulling back on ambitious targets, while governments waver on regulation. This Overture explores trends in a market that is so significant in terms of capital deployment, employment and decarbonisation. Fidelio also considered the role of the Board in navigating change.
5. [The Changing Face of the Boardroom](#) – The value of cognitive diversity in the Boardroom is clear, and in this Overture, Fidelio looks at increasing the diversification of Boardrooms internationally through the lens of the UK’s Parker Review.
6. [Something Old, Something New](#) – The UK Corporate Governance Code has been emulated internationally but also criticised for its attention to stakeholder as well as shareholder interests. The 2024 refreshment of the Code was awaited with interest and in this Overture, Fidelio explores elements of continuity in the Code, as well as modifications which should not be underestimated.

We trust that this brief overview gives insight into the changing trends in Boardrooms across sectors and geographies. Fidelio remains optimistic that effective and high performing Boards can make a substantial value contribution to the companies they oversee, as well as to society more broadly.

*In the meantime, Fidelio takes this opportunity to wish you and your loved ones a very peaceful Christmas and health, happiness and prosperity for 2025.*

## ABOUT FIDELIO

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[Fidelio Partners](#) advises and supports Chairs to build and develop high performing Boards. We have an international track record in advising Chairs, building Boards, creating value for shareholders and stakeholders and effecting change through:

- **Chair Advisory**
- **Board & Executive Search**
- **Board Review**
- **Development & Succession**

For further information about how Fidelio can support you and your Board, please contact Gillian Karran-Cumberlege.

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