



Human Governance Steering Group (HGSG)

Background

There is a growing consensus that during the latter part of the 20th Century, shareholder-driven capitalism skewed business behaviour (see [‘The Puritan Gift’](#) thesis), thereby undermining and often destroying value for organizations, shareholders and society at large.

The Maturity Institute (MI) believes that corporate legitimacy and long-term value creation are dependent on purposeful organizations pursuing a common goal of maximising societal value. That endeavour requires the best possible management of all human capital. Consequently, corporate leadership, governance and stewardship have to be re-fashioned around [human governance](#) (HG) that is explicitly and consciously integrated into strategic planning and operational management.

We are of the view that to ensure that society’s interests, and those of organizations, shareholders and investors, form a mutually reinforcing virtuous circle, there is a pressing need for effective human governance and clear, credible corporate reporting on human capital management (HCM) capability.

MI was founded in 2013 as a not-for-profit, professional institute with the specific aim of addressing this agenda. This is the context for our initiative to establish an independent, Human Governance Steering Group to develop and progress this work.

Initial objectives

Our initial HGSG objectives include the following:

- To help determine and communicate the nature of professional HG practice.
- To build understanding of HG with interested stakeholders to help establish and embed a reinvigorated version of responsible capitalism; built on empirical and case study evidence that validates its relationship with sustained value creation.
- To create momentum that will result in widespread acknowledgement and acceptance of the value of HG in mainstream corporate reporting.
- To build on existing relationships within the academic community and relevant professional institutes by introducing human governance to student and executive education programs.

- To provide advice and support for the development of appropriate accreditation programmes for developing HG capability for Board level roles, HG analysts, and other in-house and third party practitioners.

Participation

The HGSG seeks to be inclusive and draw participants across a variety of stakeholders. At this point, we are not limiting the number of participants and anticipate a core group to emerge over time. We are inviting a group of interested parties to join an initial meeting of the HGSG (meetings are likely to be run 3-4 times per year), which can be attended in person or by conference call. MI does not intend participation to be in any way onerous – attendance at 2/3 of HGSG meetings would be expected with additional time and investment made on a purely voluntary basis.

Our initial agenda for the first meeting is to:

- Agree the purpose and objectives of the HGSG with inaugural participants
- Determine the terms of reference and likely scope for HGSG activity and initiatives
- Seek offers of facilities and other support services for the HGSG

If you are interested in joining and supporting our HGSG please email or contact me as per below.

Best regards

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