

Behaviorally Intelligent Governance:

Why Behavioral Intelligence is the New Standard for Effective Governance

Evolving from oversight to foresight through the lens of human behavior.

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DESIGNING FOR BETTER DECISIONS

Six evidence-based interventions any board can implement:

01 Assign a "red-team" to stress-test high-stakes proposals

02 Pre-Mortem: "It's 2028 and this decision has failed. Why?"

03 Pair institutional knowledge with future insight

ALSO EFFECTIVE

- ✓ Pulse assessments during major strategic change
- ✓ Post-Meeting Pulse: Evaluate the process, not just the result.
- ✓ Independent facilitation of board effectiveness reviews

Small, practical changes that shift the quality of discussion. Any board can implement at least two before its next meeting.

THE EXECUTION AGENDA

Three Actions for the Next Quarter

ACTION 1

Add One Question to Every Agenda

"What are we avoiding?"

ACTION 2

Build a Dual Matrix

Map challenge style, influence, communication, conflict approach, and pressure response, alongside skills and experience.

ACTION 3

Connect Findings to Consequences

For every material gap: assign an owner, an action category, and a deadline.

Every finding must trigger a decision and an action.

THE FUTURE OF GOVERNANCE IS BEHAVIORAL

**The Real Competitive Advantage
Is Not Who Sits Around the Table**

**It Is Whether Their Expertise Can Enter,
Challenge, and Improve the Decision.**

The most effective boards will:

- ✓ Know how power operates in the room
- ✓ Know how dissent is handled, and whether it is heard
- ✓ Know what signals are ignored, and why

*Start with one question, one
matrix, and one commitment
to connect assessment to
action.*

A QUESTION FOR YOUR BOARDROOM

Which perspective is least likely to influence decisions in your boardroom:
institutional memory, emerging insight, or constructive dissent, and how will you surface it?