

**SERVICES*****How does McBride Associates work with your Board/Top Governance/Leadership Team?***

McBride Associates' principals offer extensive experience in governance/ leadership / human resources consulting as well as ethics and compliance counsel. We facilitate understanding and implementation of the Ombuds function as a critical component of a high-performing organization that provides improved communication, strengthened governance and greater organizational compliance efficacy.

McBride Associates is part of a network of providers of Ombuds services. We:

- Meet with representatives of an entity to assess its current culture and organization
- Ascertain how an Ombuds program might enhance the organization's performance, governance and compliance efficacy
- Offer counsel on ways to improve the organization's culture and risk management profile through adding the Organizational Ombuds function
- Assist in implementing an Ombuds program, either internally or externally
- Develop benchmarks and report periodically how the Ombuds function is supporting the organization's mission
- Monitor the performance of the Ombuds function for ongoing effectiveness

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