



**QUEENSLAND
SOUTH NATIVE
TITLE SERVICES
(QSNTS)**

Pursuing best practice in governance and CEO succession planning

> THE CONTEXT

Queensland South Native Title Services (QSNTS) is one of Australia's largest native title organisations and has responsibility for a region covering almost two-thirds of Queensland. QSNTS works towards the provision of native title services and enhancing the capacity and autonomy of Traditional Owners in pursuing and exercising native title rights. QSNTS is also actively involved in advocating for reform and improvements to the native title system. QSNTS is governed by an independent Board of Directors which oversees the strategic direction of the company and its operations.

> THE BRIEF

Following recent board recruitment, QSNTS engaged Positive Solutions to undertake a Governance Review. QSNTS also engaged Positive Solutions to review and further develop the organisation's CEO succession planning process.

> OUR APPROACH

Following an initial briefing with the Chair and CEO, we reviewed current board documents and policies. A self-assessment survey was issued to each member of the Board of Directors followed by individual interviews to gain their feedback and input. A final report was presented to the board with a facilitated discussion. For the CEO succession planning interviews were also undertaken with the board and CEO, and a range of other organisations' practices was benchmarked.

> THE RESULT

The governance review process culminated in a report that provided context for board operations, acknowledged the current strengths and potential areas for improvement of QSNTS Governance and made recommendations for future development. The CEO succession planning process provided the board with a clear route map to prepare for and implement future succession and recruitment. Positive Solutions was subsequently engaged for a second time to conduct an annual review and to further develop the CEO succession plan.

SEE ALSO:

- > [Arts Queensland Governance Reviews](#)
- > [Board Review and Governance Support for Regional Arts Australia](#)
- > [Queensland Health Capacity Building and Organisational Development](#)
- > [Oxfam Australia Governance Review and Training](#)
- > [The Book of the Board](#)