



EASIER Assurance

Generative learning for real assurance



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There is a legitimate need for assurance

A need to have confidence that...

- What really matters;
- Is what's really managed;
- So that what really matters;
- Is what's really done.

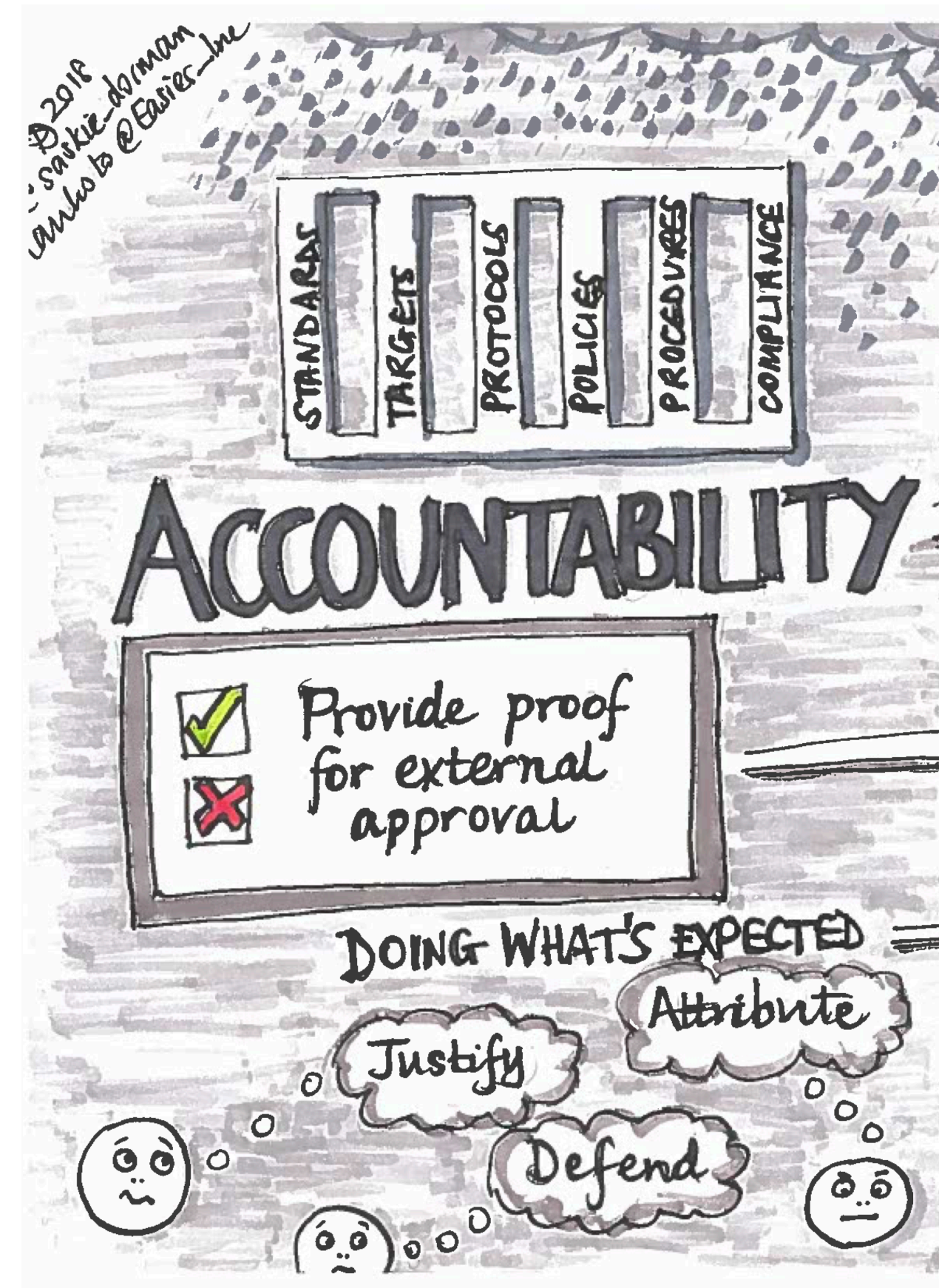


Accountability is the default approach

There are 3 moving parts...

- Transparency
- Evaluation
- Consequence

But accountability can be self-defeating



Fear of evaluation & consequence can drive a lack of transparency and a game of cat and mouse.

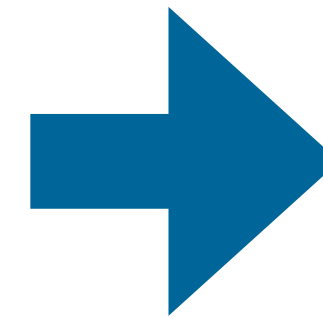
But accountability can be self-defeating



Can we create a new relationship with assurance?

Pathological...

Fear of evaluation & consequence drive lack of transparency; cat and mouse



Generative...

Commitment to discovery & learning enhances transparency; learning partners

Pathological or Generative?

Approach to Evaluation	Sense Making	Pathological	Generative
	Score Keeping	Pathological	Pathological
		Locus of Evaluator(s)	
		Apart From	A Part Of



EASIER Assurance

From...

Holding
To
Account

To...

Helping
To
Account



EASIER Assurance

From...

Providing
Evaluative
Feedback

To...

Supporting
Accurate
Reflection



EASIER Assurance

From...

Reporting
Up

To...

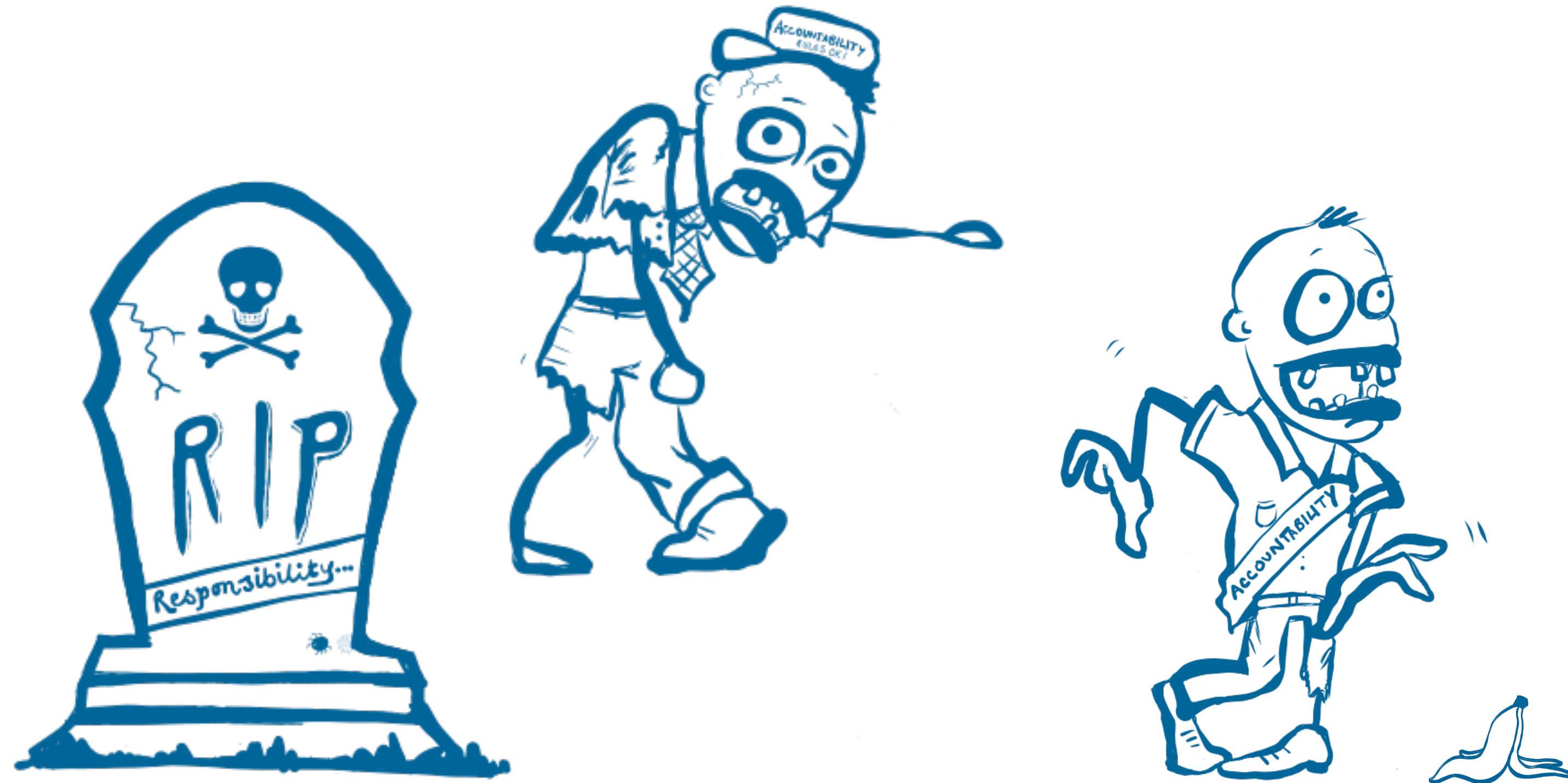
Turning
Up

Enabling generative conversations



Assurance as stewardship of a healthy operating environment

In summary...





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