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Board Ready
Programme 2021

Cultivating leadership and growth



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Introduction

The business case for gender diversity is well established, and as members of the 30% Club a significant number of employers in Ireland are actively committed to achieving greater gender representation at Board and Senior Executive level. An ongoing area of focus is the development of an appropriate talent pipeline to ensure that such gender representation targets can be met – this is driven by actions in terms of awareness raising, skills training, target setting and appropriate talent and succession planning within organisations and across industry.

In support of these actions, Deloitte, in partnership with the 30% Club Ireland have designed a bespoke introductory 'Board Ready Programme' (the 'Programme') aimed at talented women in senior executive positions; starting to prepare them for a Board level role, and equipping them for future positions through the delivery of an interesting and interactive series of workshops. The course is equally appropriate for women who have recently been appointed to a Board.

Participants for the Programme will be nominated by their CEO on an invitation basis.

What's in it for participants?

As a Board member, individuals will face challenging situations and surprises. If they are armed with the proper tools for boardroom discussions and a network of peers in similar positions with whom to share experiences, this provides a solid basis to gaining Board positions and being successful in their role. This Programme offers participants this unique combination.

Participants of the Programme can expect to:

- Expand their network with other women who hold top executive positions, as well as other experienced professionals and Board members who will be attending and supporting the Programme;
- Develop insights into their own role and skills that can bring value to the boardroom;
- Gain an understanding of boardroom dynamics and stakeholder expectations;
- Understand stakeholder engagement in times of crisis and how Boards can shape strategy and culture;
- Optimise soft skills: making an impact at Board level, networking and personal branding;
- Develop, broaden and expand their knowledge of leadership, governance and integrity in the boardroom.

Programme overview

Who is the Programme for?

The Programme is for women who currently hold a senior executive position and have the qualities and ambition to join a Board, either in an executive or non-executive capacity, within the next three years.

What will the Programme cover?

The Programme will provide a comprehensive introduction on a range of topics that are essential to enable individuals to operate effectively in the boardroom. Topics include: corporate governance; strategy, culture and risk management, personal branding and the practical challenges associated with getting on boards.

Participants can expect to hear the latest thought leadership, explore case studies, and share knowledge and experiences in interactive formats.

First-rate speakers will support delivery of the Programme, to include governance and leadership professionals, experienced Board members and others.

Where will the Programme be held?

Given the current restrictions and social distancing requirements, the programme will consist of three virtual sessions (held over Zoom) and a final in-person event, (assuming restrictions are lifted at that time) at Deloitte's Greenhouse facility in Dublin.

When will the sessions run?

The Programme will consist of 4 90 minute sessions that run from 3.00 – 4.30pm on the following dates:

- Monday 22nd February
- Monday 22nd March
- Monday 26th April
- Monday 24th May

Participants are expected to be available to attend all 4 sessions.

How to register

Nominations should be e-mailed to Gillian Harford, 30% Country Executive, 30% Club Ireland – gillian@gharford.ie – outlining the nominees name, organisation, current role title and nominating CEO.



Programme details

Session 1: Monday 22nd February 2021

Introduction to corporate governance and boardroom dynamics

The first session will provide participants with an introduction to the Programme, offering them an opportunity to get to know one another and to discuss what they would like to achieve from the Programme. The technical content will cover corporate governance principles, key roles and responsibilities and an introduction to boardroom dynamics.

Session 2: Monday 22 March 2021

Strategy, Culture and Risk Management

To enable participants to develop their impact in the boardroom, the second session will delve deeper in to Board behaviours and examine roles and responsibilities in more detail, looking at how the Board can effectively oversee risk and help shape strategy, innovation and culture.

Welcome

- Objectives of the Programme

Corporate governance

- Key principles and concepts
- An introduction to relevant codes and guidance
- Stakeholder expectations
- Roles and responsibilities

Role of the Board and Board committees

- Executive vs non-executive directors

Boardroom dynamics

- Key attributes of effective Boards
- Ideal Board composition

Welcome

- Recap on Programme

Risk management and financial oversight

- Crisis and reputation management

Strategy, innovation and culture

- Shaping strategy and culture in an age of disruption
- Understanding the culture and purpose of the organisation

Programme details

Session 3: Monday 26 April 2021

Personal Branding

The third session of the Programme will shift away from technical content to concentrate on personal branding and how to best position oneself for success. Participants can expect an engaging and highly interactive session designed to illustrate the Six Spheres of Influence and how they can be optimised in the boardroom.

Welcome

- Recap on Programme

Personal branding

- Understanding and building a suitable personal brand
- Developing boardroom presence and impact

Session 4: Monday 24 May 2021

How to get on Boards

The final session of the Programme will deal with the practical challenges associated with being considered for Board positions. Participants can expect to hear from executive search professionals and experienced Board members who will share valuable insights from their own experience, setting participants up for success on their career journey.

Welcome

- Recap on Programme

Getting on boards

- The challenges facing women in their move to a Board position
- Understanding the recruitment and appointments process
- The importance of networking
- Experiences from Board members

Reflections and close

- Feedback and final thoughts from participants
- Takeaways – key things participants are going to do going forward

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