

# Board Readiness Program 2018



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## WiT Board Readiness™ Program 2018

A critical element of Board effectiveness is diverse and equitable composition.

The percentage of women being appointed to ASX 200 boards has fallen in the first half of 2017, according to a report released in June 2017 by the Australian Institute of Company Directors.

The drop in female appointments means the AICD's target of achieving 30% female representation across ASX 200 boards by the end of 2018 may be slipping out of reach.

The Quarterly Gender Diversity report shows the monthly rate of female appointments to ASX 200 boards has declined from 44% in 2016 to just 30% in 2017. This equates to 17 female appointments compared to 40 male appointments in the first five months of 2017.

On a positive note, the report shows that the number of ASX 200 boards that have reached the 30% target has risen to 71, more than double the number that had reached the target two years ago. Women also make up 25.4% of ASX 200 directorships.

The WiT Board Readiness™ Program aims to address these issues by building the calibre of candidates available for Board selection. Participants are equipped with the skills required to become highly effective Board members and provided with the opportunity to showcase these skills to some of Queensland's highest profile organisations.

The program is designed for women who have the desire to apply their personal and professional skills to becoming a successful Board Director.

This unique program offers you a range of benefits including valuable one-on-one mentoring, practical workshops, facts and knowledge about becoming a director, personal guidance on how to market yourself and expert advice on positioning your executive profile.

The WiT Board Readiness™ Program incorporates elements from other first class programs with a session presented by the Australian Institute for Company Directors (AICD). The program culminates with an industry lunch to introduce program graduates into the business community.

## Program Objectives

- To support a selected group of women in achieving the skill set required to become highly competent and capable Board members
- To market and promote the benefits of having directors with technology skills on Boards
- To effectively partner with other organisations involved in development of Board skills to develop a common goal of elevating women to high-level positions, especially boards and enhancing their careers through access to resources and practical training/mentoring
- To achieve successful Board placements in private, public and not-for-profit sectors

WIT has conducted nine successful Board Readiness™ Programs since the program was established in 2004. The key measure of success of the program is the placement of participants on Boards. Participants of the Board Readiness™ Program have been placed on numerous boards across government, not-for-profit and corporate organisations, including paid and unpaid roles.



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## Why the WIT Board Readiness™ Program

Although there are a number of programs promoting the importance of Board diversity and promoting redressing of the gender imbalance at Board level, WIT's program offers a unique and broad ranging mix of practical advice, mentoring and opportunities for networking. The program is also unique in its recognition of the importance of technology skills at Board level.

A key part of the program is an invitation only Industry Luncheon attended by senior executives, Board Directors and senior representatives from the Queensland Government. The aim of the luncheon is to provide the participants in the program with an opportunity to meet and network with members of boards and senior executives across the corporate, government owned and not-for-profit sectors.

## Key Benefits

- Key focus on addressing critical success factors pertaining to appointment of women on boards
- Additional information, mentoring and guidance to help secure a board position not offered in other programs
- Participants create a fully professional executive profile with expert guidance
- Small group of candidates promotes personal interactions and focus
- Mentoring opportunities will be provided throughout the program
- WIT Board Readiness™ is a holistic program incorporating skills, knowledge, marketing, financials and personal know-how
- Workshop on financial management for directors. Tips and easy short cuts to easily critically analyse financial statements and learn what to look for from financial experts
- Key session from the Australian Institute of Company Directors (AICD)

## Program Outline

- The Role of the Director and the Board
- Mentoring opportunities provided throughout
- Introduction to the Strategic Role of the Director
- Finance for Board Directors
- Profile Development (including brand and online)
- Understanding future trends for boards
- Real life experiences (Experience Board panel and Mock Board)
- Industry networking lunch and graduation

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## Program Timetable and Key Dates

<b>APPLICATION PROCESS</b>		
Applications Open	14 November 2018	
Applications Close	12 January 2018	
Successful Candidates Notified	26 January 2018	
<b>PROGRAM TIMETABLE</b>		
<b>Prep Session</b> Introduction to the program	7 February 2018	07:30-09:00
<b>Workshop 1</b> The Role of the Director and the Board	21 March 2018	17:30-21:00
<b>Workshop 2</b> Introduction to the Strategic Role of the Director	28 March 2018	17:30-21:00
<b>Workshop 3</b> Finance for Directors	18 April 2018	17:30-21:00
<b>Workshop 4</b> Building your Brand Profile development Recruitment Online brand	2 May 2018	17:30- 20:30
<b>Workshop 5</b> Boards embracing future trends Technology Innovation Data Risk	9 May 2018	17:30- 20:30
<b>Workshop 6</b> Sharing experiences: Panel Discussion from Experienced Board	16 May 2018	17:30- 20:30
<b>Workshop 7</b> Sharing experiences: Mock Board + Analysis	23 May 2018	17:30- 20:30
<b>Industry Luncheon</b> Graduation, keynote & present back board profiles	30 May 2018	12:30-14:30



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## Applications

The WiT Board Readiness™ program is offered in a small group format capped at 20 participants.

The application process is competitive and based on an assessment of the applicant's skills and experience along with their suitability to take on Board roles in the future.

WiT reserves the right to refuse entry to any applicant and reduce the cap for the 2018 program.

There is a cost payable, upon acceptance into the Board Readiness™ Program of \$1,200 for WiT members and \$1,500 for non-members. Cost includes attendance at VIP Industry luncheon, all workshops, support materials and cost of production of professional profiles. All prices inc GST.

Candidates will be selected on the basis of:

- Existing qualifications and experience
- Understanding of the value of their contribution as Non-Executive Director
- Strength of commitment to establishing a successful Board career
- Commitment to and understanding of the objectives of the Board Readiness™ Program
- Availability to participate in all program events and activities
- Commitment to Women in Technology and its objectives

Candidates will be selected on the basis of their written application. The selection panel may wish to contact a referee if further information is required.

### ***Some Application Tips***

- Formal qualification or certification is not a pre-requisite, although will be viewed favourably.
- When considering your previous experience don't discount the experiences gained from even relatively minor committee service. You have to start somewhere and local community or sporting organisations are excellent training grounds for potential board members.
- Be realistic in your expectations of the program's outcomes. If you have no prior experiences don't expect to be placed immediately in a paid board position. WiT prefers to work with candidates who understand the realities of gaining board placements and who are committed to developing a long-term strategy, not a short-term financial outcome.
- Make sure that you have the time available to participate fully. There is a lot of work involved if you want to maximise the opportunity on offer.
- Be prepared to share your expertise and support others. The more you are willing to contribute to the program and to your fellow participants the more you will take away from it.