

Board Readiness Program 2019



WIT

WOMEN IN
TECHNOLOGY
ADVANCE // CONNECT // EMPOWER



Proudly sponsored by:



**Queensland
Government**





WIT

WOMEN IN
TECHNOLOGY
ADVANCE // CONNECT // EMPOWER

WiT Board Readiness™ Program 2019

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

The Australian Institute of Company Directors' latest gender diversity progress report indicated that women account for 47% of ASX 200 board appointments (at 28/2/18) - a rise from 36% in 2017. The ratio of women on ASX 200 boards is at a record high of 26.7% (at 28/2/18) an increase of 0.5% since 31 January 2018. But the AICD has identified more than 20 boards that have yet to meet the 30% target.

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.



WIT

WOMEN IN
TECHNOLOGY
ADVANCE // CONNECT // EMPOWER

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 - presented by AICD
- 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

www.wit.org.au | secretariat@wit.org.au | 0430 219 091



WIT

WOMEN IN
TECHNOLOGY
ADVANCE // CONNECT // EMPOWER

Program Timetable and Key Dates (may be subject to change)

APPLICATION PROCESS		
Applications Open	14 December 2018	
Applications Close	20 February 2019	
Successful Candidates Notified	4 March 2019	
PROGRAM TIMETABLE		
Prep Session Introduction to the program	20 March 2019	7:30am-9:00am
Workshop 1 The Role of the Director and the Board	3 April 2019	5:30pm-9.00pm
Workshop 2 Introduction to the Strategic Role of the Director	24 April 2019	5:30pm-9.00pm
Workshop 3 Finance for Directors	8 May 2019	5:30pm-9.00pm
Workshop 4 Building your Brand Profile development Recruitment Online brand	22 May 2019	5:30pm-8:30pm
Workshop 4A Profile review and complete	31 May 2019	5:30pm-7:30pm
Workshop 5 Boards embracing future trends Technology Innovation Data Risk	12 June 2019	5:30pm-8:30pm
Workshop 6 Sharing experiences: Panel Discussion from Experienced Board	19 June 2019	5:30pm-8:30pm
Workshop 7 Sharing experiences: Mock Board + Analysis	26 June 2019	5:30pm-8:30pm
Industry Luncheon Graduation, keynote & present back board profiles	19 July 2019	12:30pm-2:30pm

www.wit.org.au | secretariat@wit.org.au | 0430 219 091



WIT

WOMEN IN
TECHNOLOGY
ADVANCE // CONNECT // EMPOWER

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 2019 program.

There is a cost payable, upon acceptance into the Board Readiness™ Program of \$1,350 for WiT members and \$1,650 for non-members. Cost includes attendance at VIP Industry luncheon, all workshops, support materials and 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.