

# Board Readiness Program 2016



**Proudly Sponsored By:**



**and supported by:**

## WiT Board Readiness™ Program 2016

A critical element of Board effectiveness is diverse and equitable composition. The 2011 report published by The Australian Research Institute for Women's Leadership (Reibey Institute), shows that women hold 9.5% of ASX500 board positions and 2% of chair roles; with 53% of ASX500 companies having no female board representation. Interestingly, 20% of female directors serve on more than one ASX500 board, whilst 12% of their male counterparts serve on multiple boards.

Of equal concern is the lack of technical capability represented in the Board arena. Anecdotal evidence suggests that the majority of organisations have not accepted that technology issues must be dealt with at Board level, as they have critical financial and risk management implications.

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 sessions presented by both 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 8 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.

## 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
- Participants are matched with a mentor for the duration of the program
- WIT Board Readiness™ is a holistic program incorporating skills, knowledge, marketing, financials and personal know-how
- Refresher 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
- Mentor matching and follow up meetings
- “Leadership for Directors” with input from Corporate, GOC and NFP Board members
- Finance for Board Directors
- Development and peer review of participant profiles
- Developing strategies for achieving a first Board position (in partnership with Women on Boards)
- Industry networking lunch and graduation

## Program Timetable and Key Dates

<b>APPLICATION PROCESS</b>		
Expressions of Interest Open	1 January 2016	Closed
Applications Open	3 June 2016	
Applications Close	18 July 2016	
Successful Candidates Notified	25 July 2016	
<b>PROGRAM TIMETABLE</b>		
<b>Workshop 1</b> - The Role of the Director Conducted by Australian Institute of Company Directors (AICD)	23 August 2016	5.30pm to 8.30pm
Mentor Breakfast	30 August 2016	7am to 9am
<b>Workshop 2</b> - Board Strategy Conducted by TBC	6 September 2016	5.30pm to 8.30pm
<b>Workshop 3</b> - Finance for Directors Conducted by PricewaterhouseCoopers (PWC)	13 September 2016	5.30pm to 9.00pm
<b>Workshop 4</b> - Profile Review (2 sessions) Participants attend one session only	20 September 2016 27 September 2016	5.30pm to 8.30pm
<b>Workshop 5</b> - Panel Discussion from Experienced Board Executives Conducted by TBC	4 October 2016	5.30pm to 8.30pm
Live Board Sit In	17 October 2016	TBC
Industry Luncheon	24 October 2016	12pm to 2.30pm

## Key Events

### *Meet Your Mentor*

Candidates have the support of an experienced mentor throughout the duration of the program. The Mentor Breakfast offers candidates an opportunity to meet with mentors and nominate who they would most like to work with during the course. Every effort is made to facilitate candidate preferences and details of matching will be made available following the breakfast event.

### *Industry Luncheon*

This is the keynote event for the program. By invitation only, 60 - 80 VIP guests from private, public and NFP sectors are invited. WIT will identify an appropriate guest speaker with significant industry credibility. Candidates will have the opportunity to introduce themselves and network with those who have the potential to influence placements.

## Venues

All Workshops in the program will be conducted at the offices of:

*Dimension Data, Level 22, 141 Queen Street, Brisbane*

The Mentor Breakfast will be held at:

*AIM Management House, Corner Boundary & Rosa Streets, Spring Hill (to be confirmed)*

The Industry Luncheon will be held at:

*PWC, Level 15, 123 Eagle Street, Brisbane*

## 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 2016 program.

There is a cost payable, upon acceptance into the Board Readiness™ Program, of \$1075 for WiT Members and \$1,325 for non-members. Cost includes complimentary attendance at VIP Industry luncheon, all workshop costs, all support materials and cost of production of professional profiles. All prices include 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 conduct an informal interview via telephone or in person or 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.

### ***Ask for Help***

If you would like further information or assistance during the application process you can contact the WiT Secretariat on 0430 219 091 or email [secretariat@wit.org.au](mailto:secretariat@wit.org.au).

## Contact Details

Women in Technology  
PO Box 12278, George Street, Brisbane QLD 4003  
Phone: 0430 219 091  
Email: [secretariat@wit.org.au](mailto:secretariat@wit.org.au)  
[www.wit.org.au](http://www.wit.org.au)

### **Testimonial**

*"The program exceeded my expectations in a number of ways, firstly I was very pleasantly surprised by the quality of presenters, participants and venues. I learned that there are no hard and fast 'rules'"* **2009 Participant**

