



#WomenLeadTheBoard



Welcome to Women Lead the Board

Good corporate governance is a pre-requisite for the successful operation of every organisation, whether in the private, public or third sector. Understanding good governance is a key responsibility for anyone in leadership roles, or who aspires to leadership.

The benefits of creating diverse boards are very clear; diverse boards are better overseers of corporate activities and are less likely to share common assumptions. Put simply, diverse Boards make better decisions. The composition of boards needs to change. There is work to do in all sectors to maximise this potential and address some of the gaps in terms of age, gender and ethnicity. Women Lead the Board prepares individuals to take up, or progress to more senior board appointments over an intensive short programme, complementing the core skills participants bring with corporate governance experience.

Women Lead the Board is part of a series of programmes designed to better equip those who want to contribute to the leadership of an organisation. The aim of the Programme is to *provide both a theoretical perspective to good governance and training in its practical application; it aims to enable its graduates to make valuable and strategic contributions to organisations in the not for profit sector, in particular housing.*

The Programme was developed by The Governance Forum (TGF) and has been accredited by the Association of Corporate Governance Practitioners (ACGP). It has been delivered successfully to a range of groups: young people, sports people, and senior women. The sport based programmes are sponsored by the FA, the PFA and the Professional Cricketers Association. All of the Programmes are facilitated by experienced individuals with real practical experience on boards and all share the ability to communicate this experience clearly and

concisely with direct benefit for participants. This programme will be delivered by Central Consultancy and Training, housing partners of TGF.

Women Lead the Board

Better representation of women on boards is not a nice thing to do but a smart thing to do. The Davies review set targets for women on the Boards of FTSE companies in order to enhance the performance of 'UK PLC'. Welsh Government's 2013 review of governance in the housing sector in Wales identified board diversity, particularly in relation to gender, as a priority area for action.

The Women Lead the Board Programme targets women who have the vision to contribute to a more balanced demographic of board composition across the private, public and voluntary sector, and an appetite to contribute to good governance in the housing (and related) sectors in Wales.

The programme is aimed at managers who would like to gain non-executive experience and those who may already be board members but who do not have any formal governance related qualifications. Similarly, if you already sit on a board but want to understand more about what makes a board member effective, this is for you.

This Programme provides opportunities for conversation with women who already operate successfully in the board room, from inside and outside of housing. Input on finding and selecting a mentor also features.

The Programme

The core content is four modules delivered over two Friday / Saturday blocks to minimise the amount of travelling. Each module provides an opportunity to reflect on your own practice to improve your performance as a board member.

Indicative curriculum

Module One – 6 October 2017

Part One

Governance failures in the private, public and voluntary sector and what we can learn from them; a governance refresher of the key principles, history and components of governance frameworks

Part Two – The Board Game *An interactive and fun way to explore governance*

Module Two – 7 October 2017

Part One

The TGF governance framework, moving from conformance to performance; core compliance drivers, how critical success factors are measured and reported on. 'Integrated reporting', value for money and board behaviour.

Part Two - Panel of experts

Module Three – 19 January 2018

Part One

Governance codes and key principles; the learning from developments in the private, public and voluntary sector over the last three years

Part Two - Guest speaker

Module Four – 20 January 2018

Part One

What makes an effective non-executive director, high-performing boards and improving chairing skills; proven methods to improve decision making, developing influence and how to make an impact as a board member.

Part Two - Guest speaker

‘Celebrate and Share’ – date to be confirmed

A luncheon with an honorary guest speaker and RSL sponsors, this event will provide great opportunities to connect.

Programme Benefits

- Delivery of the core programme by a *leading governance consultancy*
- Access to peer support & building networks A mix of women bringing experience from a variety of sectors and disciplines
- Coaching around boardroom impact, techniques to raise your profile, voice and body language, boardroom relationships, CV and interview skills, taking the next step.
- Access to the *governance portal*, the home of resources for governance in all sectors, and membership of ACGP
- Learning materials with reflective practice questions and an opportunity to undertake a Post Graduate Certificate in The Practice of Management (Governance Leadership), with Edinburgh Napier University.

£1500 plus VAT per person. Contact us for more details on 0121 285 6161 or on womenleadtheboard@centralconsultancy.co.uk

A limited number of subsidised places are available for applicants who are self-funding.

Testimonials from 2015 – 2016 participants

“Throughout my career I have enjoyed working with the Board, and learned much over the years, particularly from the more challenging moments. Recently I decided I would like to contribute as a non-executive, but had never had any formal training. So I signed up for the Women Lead the Board course and I’m so glad I did. I learnt a lot, enhanced my knowledge, boosted my confidence, met a network of fabulous women and had a lot of fun at the same time. It was one of my best decisions!

(Julia Attwell, who secured a new board position soon after graduating)

I would strongly recommend this programme to any non-executive directors whether they are new to governance or long standing. I have been able to apply numerous aspects of governance principles to my board and committee activities and have much more confidence in my governance role. The course delivery

methodology was extremely engaging and inspiring. I now have access to a supportive network of friends all involved with Corporate Governance who are willing to discuss and share information and advice as well as the course leaders who will point me in the right direction. This programme certainly contributes to raising the standards in Governance.

As someone from outside Housing with very limited governance experience, this programme has been invaluable. During and since the course, I have been selected to become a member of working groups and sub-committees of our Board and elected as Vice-Chair of our Audit and Resources committee. I would highly recommend that you consider joining the next one. I can't wait for the Women Lead the Board refresher programme to be launched! (Julia Hughes Board Member, Grŵp Cynefin)

"This programme provided me with the confidence and capability to address complex issues within the Board setting. Due to **Women Lead the Board** I contribute more confidently within the Board I currently work on, I have been appointed Chair of a Committee, and I am considering applying for a public appointment, something I would never have considered previously."

Women Lead the Board came at the right time for me. Although I had been a board member for a couple of years I was now the Chair of my housing association and wanted to ensure I understood my role and be the most effective Chair and board member I could be. I was grateful to my HA for investing in my learning. This course was unique as it had a variety of women with different skills sets and perspectives. I found the support and network opportunities excellent and made good friends. It provided me with the confidence to apply and be successful in a public appointment.

The role play was one of my fondest memories! We learned to set the bar high.

I highly recommend this course.

(Claire Russell-Griffiths Previously Chair, Cartrefi Cymunedol Gwynedd: Board Member, Regulatory Board for Wales)

"The **Women Lead the Board** programme provided me with the knowledge to recognise what good governance should look like and the skills to become an effective Board Member. The course was a great opportunity to network with a wide variety of people and meet some inspirational guest speakers."

(Michele Morgan Assistant Director of Housing & Communities, Monmouthshire Housing)

"The facilitators' knowledge was impressive and their approach calm and reassuring. The majority of the sessions were really interesting and some inspiring."

"Having been a participant on this course helped me to gain my confidence and to develop and broaden my knowledge in being an effective board member. It also provided me with a network of like-minded women whose experiences helped to enrich my skills." (Farida Patel Charity Trustee)

"The **Women Lead the Board** programme has provided me with the confidence and capability to address complex issues within the Board setting. Within the programme we learnt about governance and how to practically apply our learning within real life situations. Due to this programme I contribute more confidently within the Board I currently work on, I have been appointed to the Chair of a Committee, and I am also considering applying for a public appointment, something I would never have considered doing previous to this programme."

Sponsors:

