

**Deloitte.**



Board Ready  
Programme 2024

**The Journey to New Horizons**

**Deloitte.**

Official Partner to Team Ireland



# 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;
- Learn how their own experiences can be applied to strategic board discussions on key topics such as Cloud, Gen AI and Cyber;
- Optimise soft skills: making an impact at Board level, networking and personal branding;
- Learn how to increase their impact on the Board; and
- 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; introduction to board committee responsibilities, navigation of strategic topics on the board agenda, 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?

The programme will consist of four sessions which will be held in-person in Deloitte offices at 29 Earlsfort Terrace.

## When will the sessions run?

The Programme will consist of 4 three hour sessions that run from 2pm – 5pm on the following dates.

Note these are indicative times and dates and may change closer to the time.

Participants will be advised of any changes in advance:

- Monday 19th February 2024
- Wednesday 20th March 2024
- Monday 22nd April 2024
- Monday 20th May 2024

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

A networking event for participants from all cohorts to date will be held on Thursday 20 June. More details will be provided closer to the date.

## How to register

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



# Programme details

## Session 1: Monday 19 February 2024

### **Introduction to corporate governance and understanding the Chair perspective**

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 an introduction to corporate governance principles. This will be followed by an opportunity to hear from an experienced Chair on their NED journey, expectations they have of board members and insights on recruitment, diversity and practical tips and guidance.

#### **Welcome**

- Objectives of the Programme

#### **Networking**

- Getting to know the participants

#### **Role of the Board and Board committees**

- Executive vs non-executive directors

#### **Corporate governance**

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

#### **Experienced Chair insights**

- Personal background and board history
- The Chair's role in recruiting and developing boards
- The Chair's expectations of the contribution of NEDs to the boardroom and the business

## Session 2: Wednesday 20 March 2024

### **Board & Committee roles and dynamics**

To enable participants to develop their impact in the boardroom, the second session will focus on board dynamics with an in-depth review of the roles and responsibilities of board committees, looking at the specific issues and responsibilities associated with positions on the Audit and Remuneration Committees. Participants will be joined by experienced committee chairs who will share some Board insights.

#### **Welcome**

- Recap on Programme

#### **Understanding boardroom dynamics**

- What does good boardroom practice look like

#### **Audit and Remuneration Committees**

- Understand the specific roles and responsibilities associated with membership of both committees
- Discussion with experienced Audit and Remuneration Chairs who will share insights and best practice

# Programme details

## Session 3: Monday 22 April 2024

### Responding to strategic board issues

The third session of the Programme will focus on topical strategic issues on the board agenda, helping participants to both expand their knowledge as well as understand how they can practically apply their executive learnings at board level to add value in critical discussions. Topics will likely include the acceleration of Cloud and Gen AI, as well as management of key cyber threats.

#### Welcome

- Recap on Programme

#### Expert insight

- Understand the key questions boards need to ask in relation to topical strategic issues

#### Break out

- Small facilitated discussion groups to focus on boards response to strategic issues with experienced non-executive directors sharing their insights and approach

## Session 4: Monday 20 May 2024

### Building your board brand

The final session of the Programme shifts away from the more technical aspects of board participation to concentrate on how to best position oneself for success and be considered for Board positions by building your Board brand. 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. They can also 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 board journey.

#### Welcome

- Recap on Programme

#### Personal branding

- Understanding and building your personal brand
- Developing boardroom presence and impact

#### 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

- Takeaways – key things participants are going to do going forward

# Contact details



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