



Board Ready
Programme 2026
Your journey to the
boardroom



Introduction

Are you ready to take a seat at the table? Your ambition starts here.

Welcome to our Board Ready Programme, designed specifically for senior professional women who have the ambition to make an impact on a Board.

Research shows that companies with gender-diverse boards are 25% more likely to outperform their peers financially, underscoring the vital contribution of women's leadership at the highest levels.

Deloitte are continuing to partner with the 30% Club to achieve real progress on gender diversity and support its ambition **to see at least 30% representation of all women on all boards and C-suites globally**. At Deloitte we are invested in female leadership at the highest levels in our organisation. We want to make an impact and

enable future female leaders to take a seat at the table through our Board Ready Programme.

Across four sessions held at our offices, you will learn how to position yourself for board appointments, develop influence and impact within boards, and connect with like-minded peers. The programme offers valuable insights into boardroom responsibilities and dynamics through expert-led sessions, practical interactive workshops, and personalised coaching.

This programme is dedicated to "*Championing Women for Board Success*" by equipping you with the skills and confidence to thrive in board roles and navigating effectively through challenging situations that arise.

Prepare to step into your next board position with confidence, strengthen your leadership, and make a lasting impact in the boardroom.



Programme Overview

Participants

Participants of the programme are nominated by their CEO on an invitation basis in conjunction with the 30% Club. Nominees are senior female executives who are new to Boards or have the potential to take on a Board position in the next 3 years, in a non-executive or executive role capacity.

The peer-to-peer network available to participants in this programme offers a strong foundation of shared experiences to support one another on this journey to the Boardroom.

Objectives

Gain the skills and confidence to step onto Board positions and thrive in these roles.

What to expect:

- Four interactive sessions at the Deloitte HQ, 29 Earlsfort Terrace, D02 AY28.
- Expert-led workshops and personalised coaching.
- Insights into boardroom responsibilities and learn to navigate Board Room dynamics.
- Learn how their own experiences can be applied to strategic board discussions on key hot topics such as Cloud, Gen AI and Cyber.
- Optimise soft skills: making an impact at Board level, networking and personal branding.
- Develop, broaden and expand their knowledge of leadership, governance and integrity in the boardroom.
- Networking with like-minded peers.

Prepare to:

- Position yourself for board appointments.
- Develop influence and impact on boards.
- Strengthen your leadership and make a lasting difference.
- Build your personal brand.

How to register:

Nominations should be e-mailed to:

Elizabeth Sheehan

30% Country Executive, 30% Club Ireland
elizabeth@30percentclub.ie

outlining the nominees name, organisation, current role title and nominating CEO



The Deloitte Board Ready Programme in partnership with the 30% Club

Deloitte Offices
Ascend Lab D&T House
29 Earlsfort Terrace, D02

Monthly series of 3-hour workshops, panel discussions and interactive sessions with your peers.

Programme Details

»»» SESSION 1

Corporate Governance & The Chair Perspective

Monday
23/2/26
1.30pm-4.30pm



Focus

Introduction to core governance principles and understanding the expectations of a Non-Executive Director (NED).

Key Topics

Corporate Governance principles, concepts, and relevant codes.

Stakeholder Expectations.

Chair Insights: Recruitment, diversity, expectations of NEDs, and practical guidance.

Format

Welcome, Networking, Technical overview, Experienced **Chair's fireside chat**.

»»» SESSION 2

Responding to Strategic Board Issues

Monday
23/3/26
1.30pm-4.30pm



Focus

Expanding knowledge of critical strategic topics and applying executive learning to add board-level value.

Key Topics

Topical Strategic Issues on the board agenda.

Impact of **Cloud & Gen AI** acceleration. Managing key **Cyber Threats**.

Format

Expert insight on key questions; small, facilitated **breakout discussions** with experienced NEDs.

»»» SESSION 3

Board & Committee Roles and Dynamics

Monday
20/4/26
1.30pm-4.30pm



Focus

In-depth review of board dynamics and the specific roles/responsibilities of key board committees.

Key Topics

Boardroom Dynamics and what good practice looks like.

Audit Committee roles and responsibilities.

Remuneration Committee roles and responsibilities.

Format

Technical deep dive; discussion with experienced **Audit and Remuneration Committee Chairs**.

»»» SESSION 4

Building Your Board Brand & Success

Monday
18/5/26
1.30pm-4.30pm



Focus

Concentrating on personal positioning, presence, and practical steps for securing a Board position.

Key Topics

Personal Branding and developing boardroom presence/impact.

Recruitment Process and appointments.

Format

Highly interactive session; insights from **Executive Search** and experienced Board members.



30% Club Contacts



Elizabeth Sheehan
Country Executive,
30% Club Ireland
elizabeth@30percentclub.ie
T: +353 (0)87 2987596

Deloitte Contacts



Colm McDonnell
Partner, Technology &
Transformation
cmcdonnell@deloitte.ie
T: +353 (0)1 417 2348



Sinead Gogan
Partner, People and
Purpose
sgogan@deloitte.ie
M: +353 87 9180923



Emer Sherlock
Board Ready Programme
Lead
esherlock@deloitte.ie
M: 087 052 6641



Deloitte.

At Deloitte, we make an impact that matters for our clients, our people, our profession, and in the wider society by delivering the solutions and insights they need to address their most complex business challenges. As the largest global professional services and consulting network, with over 450,000 professionals in more than 150 countries, we bring world-class capabilities and high-quality services to our clients.

In Ireland, Deloitte has over 3,000 people providing audit, tax, consulting, financial advisory, and risk advisory services to public and private clients spanning multiple industries. Our people have the leadership capabilities, experience and insight to collaborate with clients taking them wherever they want to go.

This document has been prepared by Deloitte Ireland LLP for the sole purpose of enabling the parties to whom it is addressed to evaluate the capabilities of Deloitte Ireland LLP to supply the proposed services.

This document is not an offer and is not intended to be contractually binding. Should this proposal be acceptable to you, and following the conclusion of our internal acceptance procedures, we would be pleased to discuss terms and conditions with you prior to our appointment and no reliance may be placed for any purposes whatsoever on the contents of this document.

Deloitte Ireland LLP is a limited liability partnership registered in Northern Ireland with registered number NC001499 and its registered office at The Ewart, 3 Bedford Square, Belfast, BT2 7EP, Northern Ireland.

Deloitte Ireland LLP is the Ireland affiliate of Deloitte NSE LLP, a member firm of Deloitte Touche Tohmatsu Limited, a UK private company limited by guarantee ("DTTL"). DTTL and each of its member firms are legally separate and independent entities. DTTL and Deloitte NSE LLP do not provide services to clients. Please see www.deloitte.com/about to learn more about our global network of member firms.

The Deloitte Ireland LLP privacy notice is available at www.deloitte.ie/privacy

© 2025 Deloitte Ireland LLP. All rights reserved.