

Four keys to an effective board

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Agenda

1. Four keys to a strong board:
 - Skills
 - Commitment
 - Alignment
 - Diversity
2. Other things to consider
3. Breakout rooms to discuss
4. Q&A...

Skills

Considering where your organisation is at – or where it needs to be - what skills do you need?

- Industry knowledge / experience
- Technical skills / experience
- Governance competencies
- Behavioural competencies
- *NB: consider strategy and vision, current issues and future scenario*

Consider

- Must have v. nice to have (as a group)
- Must have v. nice to have (as individuals)
- When assessing current board, consider rating (eg high/medium/low) rather than just yes/no
- Equality & diversity
- Skills for specific roles eg: Chair / Co Sec / Treasurer

Commitment

What sort of things are you asking people to do?

- Number of meetings? Frequency? Length of meetings?
- Expected reading time for board meetings
- Sub-committees
- Work between meetings
- Events eg: stakeholder meetings
- Professional development
- Other things?
- Paid v. unpaid v. expenses
- *Suggest: clear Terms of Reference and including indicative number of hours in advertising and confirming that candidates can give the time required*

Alignment

Alignment of

- Vision
- Values
- Skills
- Attributes

Diversity

- Equality and diversity
- Range of attributes, skills, experience
- Targets? Quotas?
- Recruitment processes (eg: advertising v. networks)
- Programs to encourage diversity eg: internships, board observership, mentoring
- ‘Constructive tension’
 - The research is clear that diverse groups make stronger decisions ...
 - yet groups might have less confidence in those decisions ...
 - what plan is in place to encourage diverse voices? To ‘hold’ that tension constructively and positively?

Other things to consider ...

- Terms – how long?
- Terms – how many? (ie: maximum term?)
- Size of Board
- Balance of Executive and Non Executive Directors?
- Sub committees or working groups – including people in addition to just board members?
- How are boards appointed?
- What is in place for regular review/evaluation
- Insurance – D&O

Q&A

Breakout rooms

- What stood out from what you just heard?
- What questions do you have?
- Questions: *(insert slido or mentimeter link)*