



women in technology

2010 BOARD READINESS™

A world leading program designed for women

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WiT Board Readiness™ Program 2010

Background

A critical element of Board effectiveness is diverse and equitable composition. Yet recently published census results show that for ASX200 companies, 4 chairs are women (2%), four CEOs are women (2%), 125 out of 1504 Directors are women (8.3%) and this last statistic has fallen from 8.7% in 2006.

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 a session presented by the Australian Institute for Company Directors and Women on Boards. The program culminates with an industry lunch to launch 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 conducted successful Board Readiness programs in 2004/05, 2007/08 and 2009. The key measure of success of the program, placement of participants on Boards has been outstanding with 5 board placements arising from the 2004/05 program, 3 from the 2007/08 program and 3 from the 2009 program.

Testimonial

“..it turned out to be an absolutely invaluable experience. It really filled a gap between all the courses that are available on the obligations/duties etc of being a director and the practicalities of actually getting on to a board.”

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 executives and Board Directors and senior representative from the Queensland Government. WiT was privileged to have Anna Bligh, Premier of Queensland as special guest at the Board Readiness luncheon in July 2009 and Wendy Simpson, Chair, Westray Engineering as guest speaker. 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 the critical success factors pertaining to the appointment of women on boards.
- Additional information, mentoring and guidance to help you secure a board position not offered in other programs
- Participants will create a fully professional executive profile with the expert guidance
- Small group of candidates promotes personal interactions and focus
- Participants matched with a mentor who will partner with you 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 sessions from both AICD and Women on Boards programs.

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

Meet Your Mentor

This will be a breakfast event to which all identified mentors and program candidates will be invited. It will be an informal networking event after which mentors and candidates will be invited to select appropriate matches to remain in place for the duration of the program.

Industry Lunch

This is the keynote event for the program. It will be invitation only for 60 - 80 VIP guests from private, public and NFP sectors. 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.

Program Timetable and Key Dates

Applying for the program		
Applications open	1 May	
Applications close	30 June	
Selection process complete and all candidates notified	22 June	
The BR Program timetable		
Workshop 1 - The Role of the Director and the Board Conducted by AICD.	Tues 13 July	5pm to 8pm
Mentor matching	Tues 20 July	7.00am to 9.00am
Workshop 2 - Leadership for Directors Experienced Directors from to discuss their board experiences	Tues 27 July	5 pm to 8 pm
Workshop 3 - Women on Boards Strategy session. Conducted by WoB.	Wed 18 August	5 pm to 8 pm
Workshop 4 - The NFP Board, Finance for Directors	Tues 31 August	5 pm to 8 pm
Participant profiles (2 sessions) Participants attend one session only.	Tues 7 September Tues 14 September	5 pm to 8 pm
Industry lunch (to be confirmed)	Wed 13 October	12 noon to 2.30 pm

Venue

All events in the program apart from the industry lunch will be conducted at the offices of:
Hynes Lawyers, 21 McLachlan St, Fortitude Valley

The graduation lunch will be held at UQ Business School Downtown
Level 19, Central Plaza One, 345 Queen Street, Brisbane

Applications

A maximum of 20 candidates will be accepted for the program.

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 the program to any applicant and to reduce the cap for the 2009 program.

There is a cost payable upon acceptance into the Board Readiness™ program, \$895 WiT Members and \$1,100 non-members. The fee includes complimentary attendance at the VIP Industry luncheon, covers all workshop costs, all support materials and the cost of production of professional profiles.

Candidate 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 if further information is required.

Some Application Tips

- A formal qualification or certification is not a pre-requisite, although, it 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 would prefer 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.

Asking for Help

If you would like further information or assistance during the application process you can contact the WiT Secretariat on 0430219091 or email secretariat@wit.org.au

Applications forms can be filled out online or manual forms are available for download on the WiT Website www.wit.org.au

Contact Details

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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**