

Board Readiness Program 2020



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WiT Board Readiness™ Program 2020

A critical element of Board effectiveness is diverse and equitable composition.

The Australian Institute of Company Directors (AICD) September-December 2018 Progress Report announced that as at December 31, 2018 women accounted for 29.7% of all ASX200 board positions. This marked an increase of over 10 percentage points since 2015 when the AICD called for ASX200 companies to achieve 30% women on boards by the end of 2018. By May 2018 the ASX20, 50 and 100 had reached the 30% target.

AICD Managing Director and Chief Executive Officer, Angus Armour said that Australia is the first country in the world to achieve 30% gender diversity in top 100 boardrooms without regulatory intervention or quotas.

“We were buoyed by the enthusiastic response we received from the director community who embraced the voluntary target, understanding the benefits diversity brings to good governance and as such, pursued better gender balance for their boards,” he said.

“At the start of the target period, the number of ASX200 boards with 30% female representation was 40. This figure has more than doubled to 96, and those with no women has decreased from 26 to only four.

“Of course 30% remains the floor and not the ceiling for gender diversity. We intend to continue advocating for gender parity on Australian boards.”

The WiT Board Readiness™ Program aims to continue to support the successes being achieved by women in directorship positions and further 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 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 (AICD). The program culminates with an industry lunch to introduce 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



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- 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
- To achieve successful Board placements in private, public and not-for-profit sectors

WIT has conducted nine successful Board Readiness™ Programs since the program was established in 2004. The key measure of success of the program is the placement of participants on Boards. Participants of the Board Readiness™ Program have been placed on numerous boards across government, not-for-profit and corporate organisations, including paid and unpaid roles.

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 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 senior executives, Board Directors and senior representatives from the Queensland Government. 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 critical success factors pertaining to appointment of women on boards
- Additional information and guidance to help secure a board position not offered in other programs
- Participants create a fully professional executive profile with expert guidance
- Small group of candidates promotes personal interactions and focus
- WIT Board Readiness™ is a holistic program incorporating skills, knowledge, marketing, financials and personal know-how
- 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 session from the Australian Institute of Company Directors (AICD)

Program Outline

- The Role of the Director and the Board - presented by AICD



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- Introduction to the Strategic Role of the Director
- Finance for Board Directors
- Profile Development (including brand and online)
- Understanding future trends for boards
- Real life experiences from experience board panel
- Interactive mock board scenario
- Industry networking lunch and graduation

Program Timetable and Key Dates (may be subject to change)

APPLICATION PROCESS		
Applications Open	19 December 2019	
Applications Close	14 February 2020	
Successful Candidates Notified	2 March 2020	
PROGRAM TIMETABLE		
Prep Session Introduction to the program	19 March 2020	7:30am-9:00am
Workshop 1 The Role of the Director and the Board	2 April 2020	5:30pm-9.00pm
Workshop 2 Introduction to the Strategic Role of the Director	23 April 2020	5:30pm-9.00pm
Workshop 3 Finance for Directors	7 May 2020	5:30pm-9.00pm
Workshop 4 Building your Brand Profile development Recruitment Online brand	21 May 2020	5:30pm-8:30pm
Workshop 4A Profile review and complete	28 May 2020	5:30pm-7:30pm
Workshop 5 Boards embracing future trends Technology	11 June 2020	5:30pm-8:30pm



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Innovation Data Risk		
Workshop 6 Sharing experiences: Panel Discussion from Experienced Board	18 June 2020	5:30pm-8:30pm
Workshop 7 Sharing experiences: Mock Board + Analysis	25 June 2020	5:30pm-8:30pm
Industry Luncheon Graduation, keynote & present back board profiles	17 July 2020	12:30pm-2:30pm

Applications

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 any applicant and reduce the cap for the 2020 program.

There is a cost payable, upon acceptance into the Board Readiness™ Program of \$1,400 for WiT members and \$1,700 for non-members. Cost includes attendance at VIP Industry luncheon, all workshops, support materials and production of professional profiles. All prices inc GST.

Candidates 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 contact a referee if further information is required.

Some Application Tips

- Formal qualification or certification is not a pre-requisite, although will be viewed favourably.



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- 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 prefers 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.