

# Getting Board Ready

**Module 4: How to Land your Next Board Role**

September 9, 2021

LHH | Knightsbridge



# Meet your facilitation team



**Andrea Plotnick**  
**Co-Facilitator**



**Deborah Rosati**  
**Co-Facilitator**



**Bobbi Pavao**  
**Virtual Producer**



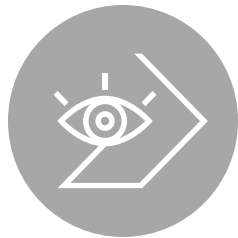
**Laura English**  
**Support**

# Program overview - **Getting Board Ready**

Our goal is to help you on your journey to land your first corporate Board seat

Our reason for being is to offer practical and actionable insights that move beyond governance education to accelerate the inclusion and effectiveness of female talent on Boards across Canada

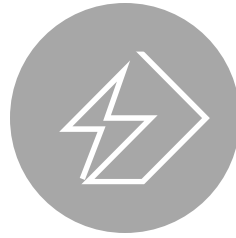
## Six online modules:



1. Finding  
Your  
Focus



2. Your  
Board Value  
Proposition  
(BVP)



3. Your  
Board  
Impact

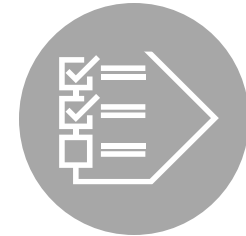


**TODAY**

4. How to  
Land Your  
Next Board  
Role



5. Board  
Ready  
Basics



6. Action  
Planning

# Poll – biggest areas of development

At the end of last module, we asked you to complete a Director Competency Self-assessment. Based on your self assessment, what did you identify as your top 3 development priorities.



# Module 4: How to Land your Next Board Role

## Outcome:

- A First Draft of Board Resume
- A next iteration of Board development plan (from WGOB Board Career Planning tool)

## TODAY

### Online Session

- ▶ Board resume writing: Teach and Do
- ▶ Board development planning discussion

## Homework

- ▶ Begin drafting your Board Resume
- ▶ Update your Board development plan (from WGOB Board Career Planning tool)
- ▶ Schedule 2 (two) virtual meetings



# Building Your Board Resume

# Sample Board Skills Matrix components



## Behaviours

- ▶ Mentoring/ Leadership abilities
- ▶ Inclusive leadership
- ▶ Collegiality
- ▶ Courage
- ▶ Self Confidence
- ▶ Self Management
- ▶ Critiquing abilities
- ▶ Listening skills
- ▶ Communication
- ▶ Strategic thinking
- ▶ Global perspective

## Domain/ Functional Expertise

- ▶ Finance
- ▶ Legal
- ▶ Audit
- ▶ Marketing
- ▶ Strategy Development
- ▶ Information Technology/ Digital/Cyber
- ▶ Human Resources
- ▶ Engineering
- ▶ Operations
- ▶ Supply Chain

## Experience/ Knowledge

- ▶ Director experience
- ▶ Senior executive or equivalent
- ▶ Financial literacy
- ▶ Management oversight
- ▶ Risk management
- ▶ Compliance
- ▶ ESG
- ▶ M&A/JVs
- ▶ Cyber security
- ▶ CEO/C-Suite succession planning
- ▶ Transformational change

## Industry

- ▶ Target industry
- ▶ Ancillary industry
- ▶ Related industry
- ▶ Regulatory
- ▶ Government

# Board Diversity



\* Source: CBCA-diversity disclosure for publicly listed companies in Canada effective Jan. 1, 2020



# Building Your Board Resume: Key Components

Your Board Resume is a work in progress:

- The difference between an Executive and a Board resume
- Components of a Board Resume:
  - Skills and expertise:
  - Industry/sector experience/knowledge:
  - Accomplishments/Career highlights:
  - Recognition/Awards/Thought Leadership
  - *Highlight diversity if applicable*



# Sample Board Resumes

# Peer Review— Building your Board Resume

Step 1: Use your pre-work (WGOB Board Career Planning Tool and Boards Skills Matrix Tool) and discuss in the breakout session your:

- Skills/Expertise
- Industry/Sector Experience and Knowledge
- Key Accomplishments/Career Highlights (that are meaningful to a Board – and quantify where applicable)
- Recognition/Awards/Thought leadership
- Diversity (if applicable)

Step 2: Peers to ask clarifying question and provide feedback to sharpen your Board Value Proposition (BVP)



# Large group discussion

- ▶ Share highlights of Building Your Board Resume discussion
- ▶ Referencing WGOB Board Career Planning Tool
  - ▶ Where are your gaps?
  - ▶ What are possible actions to close gaps?

# Next step – Homework

**Outcomes from today's session:** A First Draft of your Board Resume and a next iteration of your Board Development plan (from WGOB Board Career Planning tool)

## NEXT STEP

### Homework

- ▶ Begin drafting your Board Resume
- ▶ Update your Board development plan (from WGOB Board Career Planning tool)
- ▶ Schedule 2 (two) virtual meetings to review your Board resume and your development plan for initial feedback

# Preview of Module 5

## Outcome:

- Gaining insight into what Executive Search looks for in a Director Search
- Refining your Board profile (cover letter, resume)
- Draft Board elevator pitch

## Objectives:

- Discussion with an Executive Search Partner and Q&A as input into building your Board Profile (and BVP)
- Opportunity to ask for broader input on resume
- Draft/share your Board elevator pitch

## Guests:

Executive Search partner from LHH Knightsbridge

# About LHH

Lee Hecht Harrison helps companies simplify the complexity associated with transforming their leadership and workforce so they can accelerate results, with less risk. We do this by helping their employees navigate change, become better leaders, develop better careers, and transition into new jobs.

As the world's leading integrated Talent Development and Transition company, we have the local expertise, global infrastructure, and industry leading technology required to simplify the complexity associated with executing critical talent and workforce initiatives, reducing brand and operational risk. Teams in more than 60 countries around the world leverage our proven programs and global experience to deliver tailored solutions to clients that align talent with the needs of their business.

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# About Women Get On Board

Women Get On Board Inc. (WGOB) is a leading member based company that connects, promotes and empowers women to corporate boards. We do this through an engaged community of women and men in Canada committed to advancing gender diversity in the boardroom.

Women Get On Board's membership has grown to over 700 members across Canada. Our membership consists of women business leaders that are currently leading and serving on corporate boards of public or private companies, crown corporations, municipal and not-for-profit boards and women who are preparing to become board-ready.

