



WGOB Mentorship Program Mid-Term Session

September 14, 2022

Facilitator:

Deborah Rosati, FCPA, FCA, ICD.D, GCB.D
Founder & CEO, Women Get On Board Inc.

Agenda

5:00-5:10 | Welcome & Reflection From Interim Session - Position Your Board Offer

5:10-5:40 | Reflection in Breakout Groups

5:40-5:55 | Group Discussion from Breakout Groups

5:55-6:00 | Thank you to our Mentors

6:00-6:30 | Get Board Interviews-facilitated session by Deborah Rosati

6:30-6:50 | Breakout Groups

6:50-7:00 | Wrap Up



Meet our new Executive in Residence



Sharon Castelino, MBA, LLM, ICD.D
Executive-in-Residence, Women Get
On Board Inc.

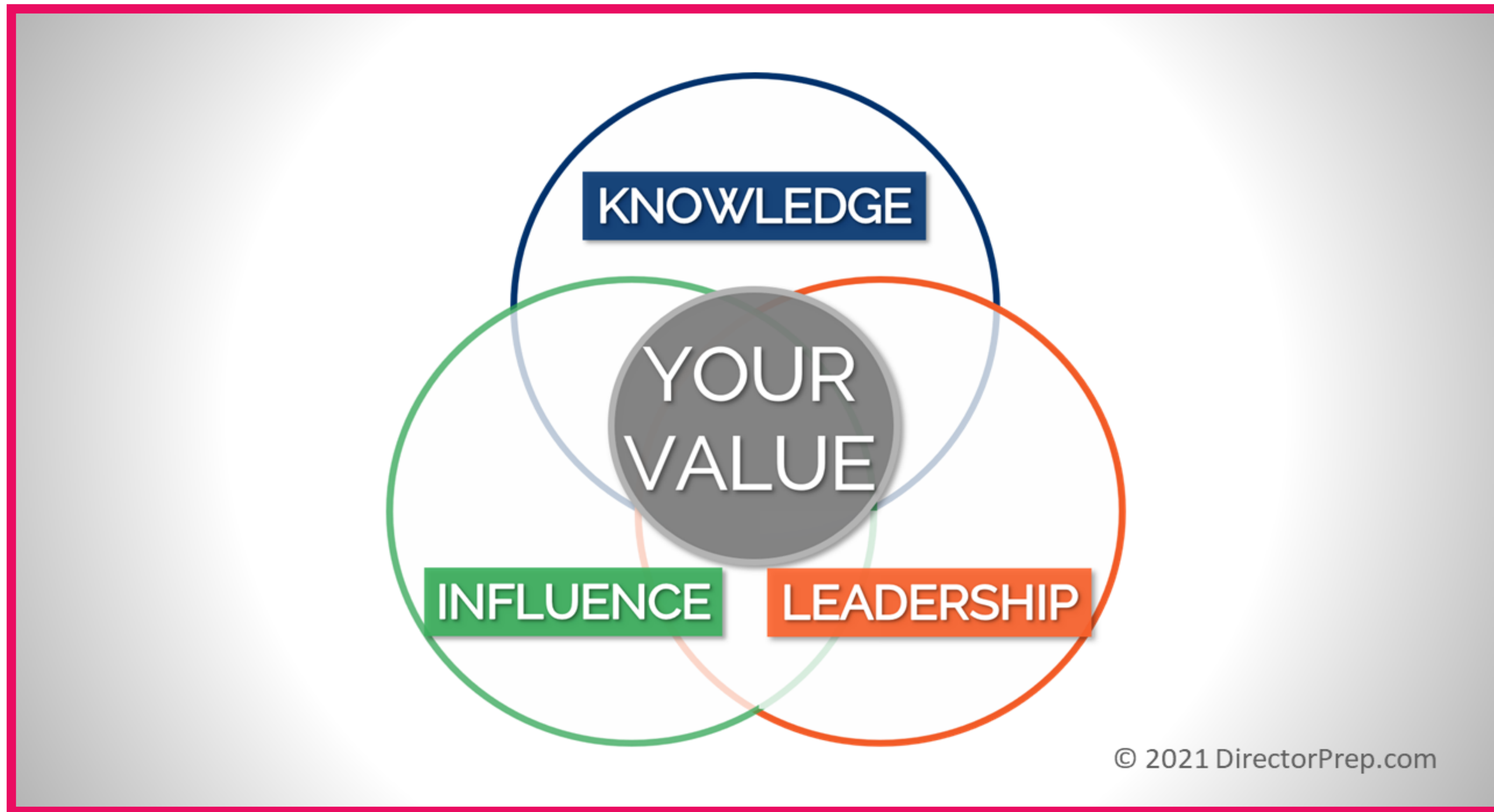
Sharon Castelino has an exemplary track-record within the securities, financial services and private equity industries for over 30 years. From a founding partner in a fintech start that went public in 2017 to executive roles at large Canadian Tier 1 banks, Sharon has had accountability for billion dollar P&Ls and multi-disciplinary teams and across global jurisdictions. Sharon has delivered over 25 keynotes on a range of topics from executive and boardroom leadership to the Canadian economy and housing sector. She completed her Master of Law from Osgoode Hall Law School and her Master of Business Administration with Distinction, earning the prestigious Ivey Scholar from the Richard Ivey School of Business, Western University. She is currently Senior Vice President & Head, Real Estate Lending at Laurentian Bank of Canada and B2B Bank and resides in Toronto with her husband and three sons.



Welcome & Reflection



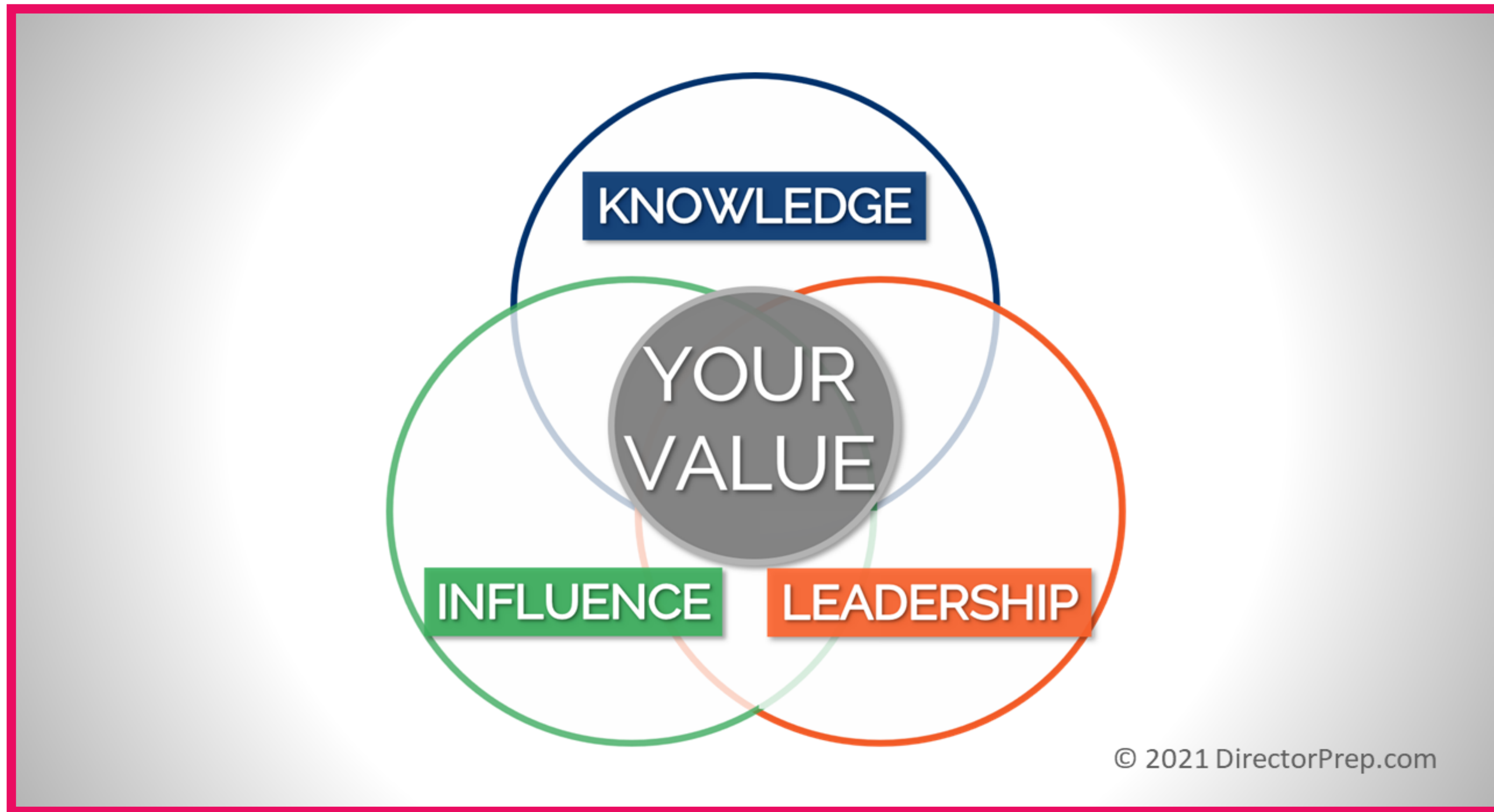
Reflection-Your Board Value



Breakout Groups



Reflection-Your Board Value



Thank you to our Mentors!

Anar Popatia Shamji

Denise Carpenter

Angela Tu Weissenberger

Sylvie Tendler

Wendy Kei

Beth Bell

Susan Taves

Debora Beliecki

Norma Beauchamp

Margie Parikh

Patty McLeod

Connie Carras

Judith Athaide

Deborah Rosati



Guided Mentoring: Key Learnings

1. Master the Foundations of Board Service ✓
2. Position Your Board Offer ✓
3. Get Board Interviews ←
4. Ace Your Board Interview



Get Board Interviews

1. Identify board opportunities
2. Network your way on to a board
3. Deliver a stand-out board resume & LinkedIn profile



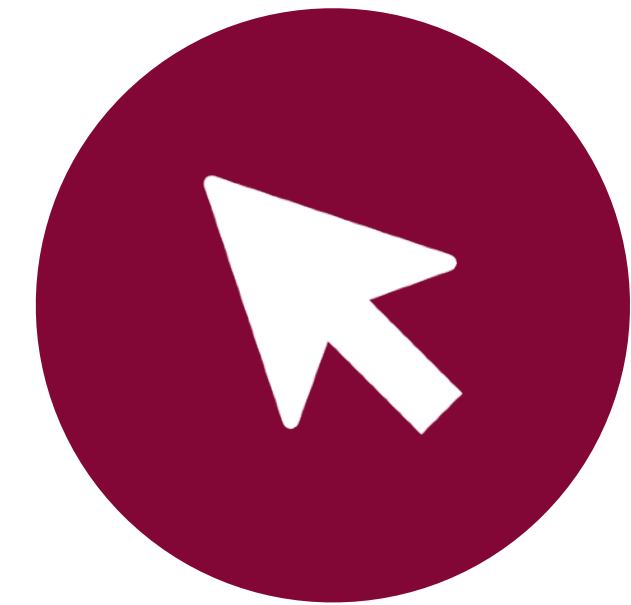
Identifying board opportunities

The key is knowing where to look, including:

- Women Get On Board Inc.
- Institute of Corporate Directors (ICD)
- Executive search firms
- Public sector board postings
- Altruvest (Board Match program)
- LinkedIn



Don't wait for opportunities



**You must be proactive
about finding
opportunities**



**Networking is
essential**



**Research, research,
research**



Discussion of Network Map

1 Decision Makers

These are individuals that will make the final decision on who will join their board (Board members, in particular, the Chair of the Board and Chair of the Nominating Committee).

2 Connectors

Connectors make change happen through people. These are individuals that will connect you to board members, CEOs and Executives of a company you would like to serve on. (Lawyers, Accountants and other professional service firms and thought leaders..)

3 Mentors

Mentoring is about advising. These are individuals that inspire others in achieving their best and find joy in encouraging them to make a difference.

4 Sponsors

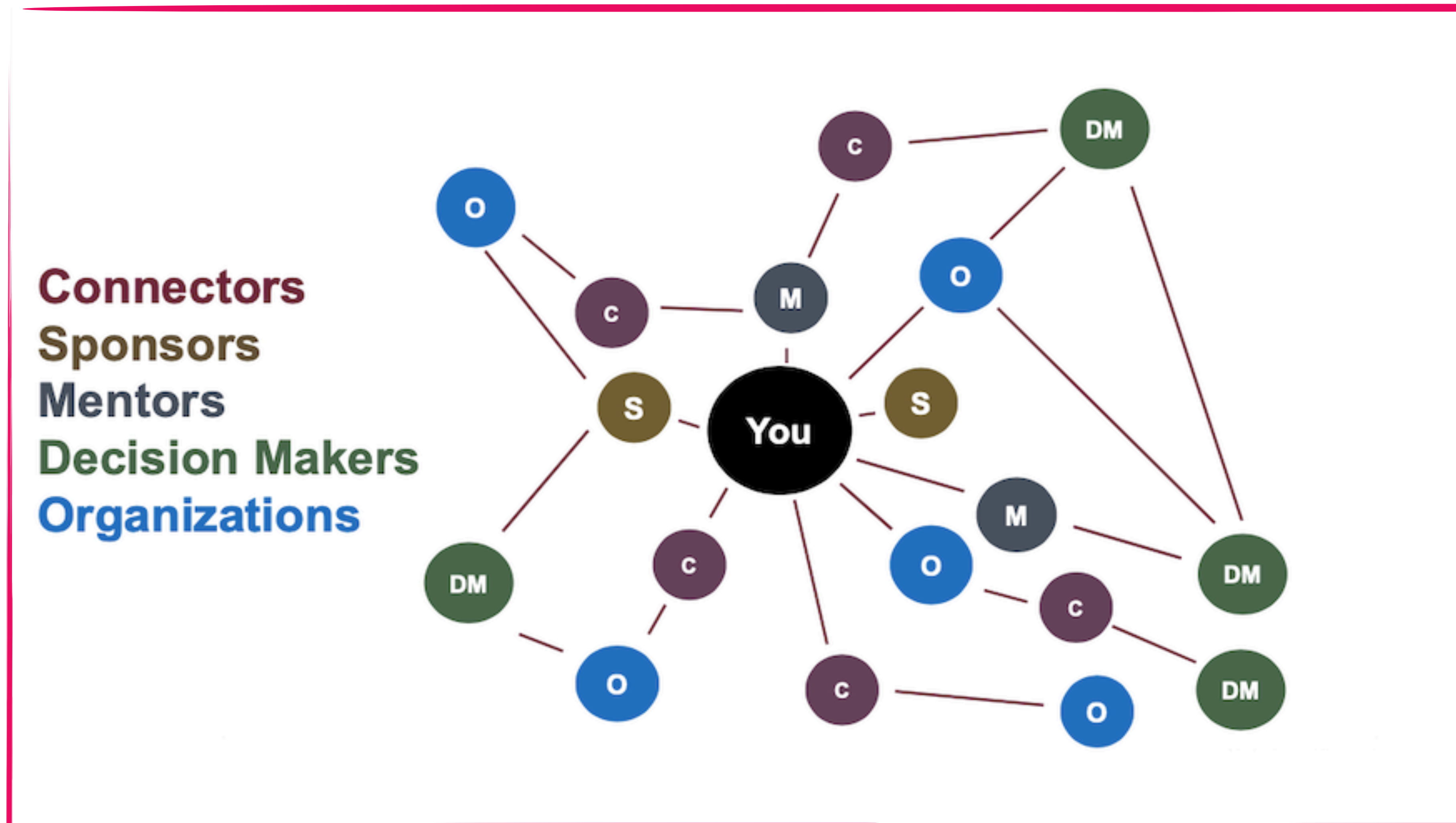
Where mentoring is about advising, sponsoring is about acting. Sponsors are typically Executive Sponsors inside your company. They are willing to put your name forward for board opportunities. Sponsors may also be individuals you have worked with in the past who believe in you. When you are looking for a sponsor, remember that it is a **two-way relationship** based on mutual respect and trust. You both need to be invested. Your sponsor is putting their name on the line by championing you, so you need to follow through with their advice and work hard to keep your sponsor's good reputation intact..

5 Organizations

Think about the organizations you are affiliated with, your alma mater, not-for-profits, professional organizations/associations and member-based organizations (like-CPA Canada, CBA, GPC etc.) and how you can leverage these organizations.



Mapping Your Way To a Board



The Importance of Being a Good Connector, Mentor & Sponsor

Remember what we said about reciprocity!

Three tips:

1. **Be authentic.** Approach connecting, mentoring and sponsoring with sincerity and come from a place in your heart of well-being.
2. **Be timely and follow through.** Always do what you say you are going to do.
3. **Be mindful of your network.** Your network is like your reputation, you need to be protective and strategic in who you know and how you tap into their network. It is a two-way relationship.



Mentorship-Sponsorship Spectrum

- You may have an opportunity to turn your **connectors** into **advocates**.
- Sponsors tend to get stuck in the middle of the spectrum.
- Find out what is holding them back from advocating for you.

*“Want More Diverse Senior Leadership?
Sponsor Junior Talent.”*

Herminia Ibarra and Nana von Bernuth,
Harvard Business Review, October 09, 2020

A New Way of Thinking About Sponsorship

Sponsorship is not an either/or role—either committing fully or not at all. It’s a spectrum of different kinds and degrees of support.



Mapping Your Way to a Board

Company Boards You Would Like to Serve On	People in Your Network Connected to the Company Board, Executives and Shareholders	Action Plan
	Decision Makers, Connectors, Sponsors and Organizations	Don't be afraid to ask for an introduction!
		Research, attend their speaking engagements, intermediate board positions



Tips on networking your way onto a board from a board member...

1. Volunteer on not-for-profit boards as early as possible in your career to gain governance experience
2. Contribute substantially to board committees and signal an interest in chairing a committee
3. Pay attention to board dynamics and how you can contribute to a positive culture
4. Participate in governance education and network with other board directors
5. Participate in thought leadership, publish content on social media and attend industry association events to build your profile and reputation for expertise
6. Build your board resume and share it with mentors and sponsors so they can identify board opportunities that align with your capabilities
7. Share your board resume with recruiters
8. Only join boards that you are fully committed to having a meaningful impact



Q&A



Build Your Board Resume and LinkedIn Profile

Your board resume and LinkedIn profile should highlight your:

Value proposition, i.e. the value add you bring to a Board, your unique offering; **Skills and expertise**;

Industry-specific knowledge;

Career accomplishments — highlight your executive and other relevant leadership roles to showcase your understanding of the business, the industry, and the broader macro environment in order to gain the respect and confidence of the current board members;

Speaking engagements and awards — list areas that you are sought after as an expert or have thought-leadership in and any awards that recognize you for your accomplishments;

Current and past board experience — highlight the committees you have served on and the leadership roles that you have taken, e.g. Chair of a Committee or Chair of the Board.



Tips from a board recruiter...

1. Curiosity and commitment to enhance and add value to the board
2. Track record of impact as an executive or leader within a specific sector or industry
3. Diversity of perspective and professional and life experience in core Board competencies – Audit & Risk, Transformation, ESG, Talent/HR, Governance, Finance
4. Not-for-profit, public or corporate board experience including Board Chair or Committee Chair responsibilities
5. Collegial and facilitative leadership style and presence
6. Demonstrated commitment to elevate board governance (e.g., education, certifications, thought leadership)
7. References



Board Resume Examples

- **Barbara Boyd** - [Board Resume](#)
- **Connie Carras** - [Board Resume](#)
- **Deborah Rosati** - [Board Resume](#) & [1-Page Board Profile](#)
- **ICD Directors Register** - [Board Resume Sample](#)
- [Building Your Board Resume FAQs](#)
- **Ask your Mentor for their board resumes & ask for their input on yours**



DEBORAH ROSATI
FCPA, FCA, ICD.D GCB.D
Corporate Director, Founder and CEO Women Get On Board Inc.

deborah@deborahrosati.ca
416-312-6437
linkedin.com/in/deborahrosati
http://deborahrosati.ca

Forward thinking governance perspective honed over 35 years from multiple corporate board roles, as well as a purpose-driven entrepreneurial mindset, make Deborah an exceptional trusted advisor, mentor and board member. Deborah's work ethic is fuelled by passion and over the years she has served each of the six public company boards and eight private company boards with courage, passion and professionalism. Deborah has also inspired, guided and advised multiple entrepreneurs and business leaders through challenge, opportunities and transformation.

Deborah currently serves as Lead Director and Chair of the Nominating and Corporate Governance Committee of TAAL Distributed Information Technologies (CSE: TAAL) (an enterprise blockchain transaction processor) and as Lead Director and Chair of the Audit Committee of Khiron Life Sciences (TSXV:KHRN) (a global cannabis medicinal company).

BOARD CANDIDATE HIGHLIGHTS

- A certified Corporate Director (ICD.D), global designated ESG Director (GCB.D), accomplished Entrepreneur and Fellow Chartered Professional Accountant (FCPA)
- Over 35 years in high growth and transformational companies in the Technology, Consumer, Retail, Cannabis, Life Sciences, Private Equity and Venture Capital industry sectors
- Proven value and contributions to effective corporate governance, M&A and equity financing (private and public) transactions
- Creative and resourceful in business leadership, board interactions and collaboration in high-level transformative decision making
- Forward thinking in corporate governance and leadership roles from start-up to scale-up to public companies within emerging, established and regulated industry market environments
- A steadfast advocate of progressive corporate governance and board diversity
- Founder and CEO of member-based social purpose company Women Get On Board Inc.
- Deborah has earned numerous nominations and awards over the years. She was recently honoured as WYN Top 100 Canada's Most Powerful Women in the Entrepreneur award category in 2021. She has been recognized as a 2020 Director to Watch and a 2014 "Diversity 50" candidate. In 2012 Deborah was selected as one of WYN's Top 100 Canada's Most Powerful Women in the Corporate Director award category.

SELECTED QUOTES

"Deborah's commitment to corporate governance and her business judgment are second to none."
-Stu Miller, Corporate Director

"Good governance and policy cannot stand in the way of creativity and entrepreneurship. Deborah not only finds the balance, she leads the way. She is always ready to lean in when real work needs to be done and all the time sharing her experience and judgment with management. She gets stuff done, while raising the level of professionalism every time she is in the room."
-Chris Naprawa, Chair of Khiron Life Sciences and President of TAAL Distributed Information Technologies

STRENGTHS & EXPERTISE

- Board Leadership & Collaboration
- Financial Expertise
- Corporate Governance
- Financing (Equity & Debt/Private & Public)
- Transformation (M&A/Digital/Operations/Restructuring)
- Corporate Strategy
- CEO and Board Succession
- Entrepreneurship

THOUGHT LEADERSHIP

- Board Diversity and Inclusion
- How to Get Yourself On a Board
- Elevating Your Board Effectiveness
- Financial Intelligence in the Boardroom
- Ethical Intelligence in the Boardroom



Q&A

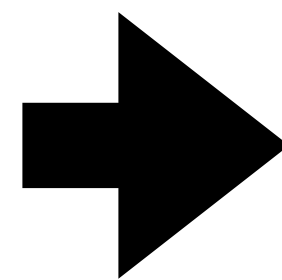


Breakout Groups



Expectations & Next Steps

- Book your next quarterly virtual session with your Mentor
- Work on your board value proposition & your board resume
- Think about ways to network your way onto a board
- Network with your fellow Mentees



Networking Session - Mentees Only

November 9, 2022 | 5:00 -6:30pm ET



Thank you!



Deborah Rosati at deborah.rosati@womengetonboard.ca
Laura English at laura.english@womengetonboard.ca