



WGOB Mentorship Program Interim Session

January 16, 2024

Facilitator:

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

Agenda

5:00-5:10 | Welcome & Reflection from Mid-Term Mentoring Roundtable Session - Key Learning: Get Board Interviews

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

6:00-6:50 | Ace Your Board Interview - with Deborah Rosati & Sharon Castelino

6:50-7:00 | Wrap Up



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 ←



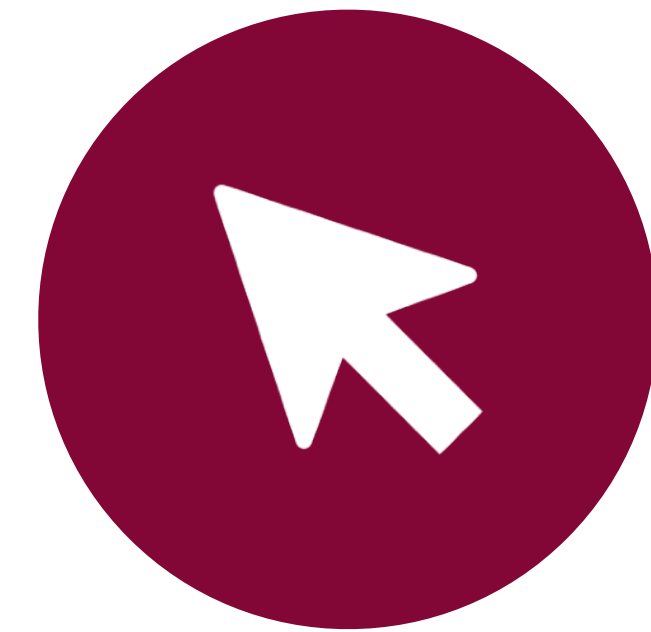
Reflection - Get Board Interviews



**You must be
proactive about
finding opportunities**



**Networking is
essential**



**Research, research,
research**



Breakout Groups

Reflection from
Get Board Interviews



Group discussion



Thank you to our Mentors!

Allison Mendes

Amy Freedman

Connie Carras

Marilyn Spink

Michelle Banik

Natascha Kiernan

Qi Tang

Sham Madhok

Jenny Alfandary

Kelly McDougald

Kristi Honey

Mackie Vadicchino

Sharon Castelino

Susan Jones

Tara McCarville

Tracy Primeau



Presentation



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



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



Ace Your Board Interviews

1. Understand how a board interview works
2. Understand how the company works
3. Understand how the industry works
4. Understand how the board works
5. Understand your value
6. Practice makes perfect
7. Follow up after your board interview



1. Understand how a board interview works

- How long will the interview be?
- Who will be interviewing you?
- Does the board use any personality assessment tests (e.g. Myers Briggs Type Personality Indicator)
- What sort of interview will it be? (Technical, informal or panel)



2. Understand how the company works

- What is their business model?
- Who is on their executive team, and what is their succession plan?
- What is the company's purpose and long-term strategy?
- What is their SWOT?
- Is the company going through transformation or growth through acquisitions?
- Research SEDAR, news releases, analyst reports



3. Understand how the industry works

- Is the company a dominant player or a new entrant?
- What is the company's competitive strategy to win market share?
- What industry trends will affect the company's near and long-term strategy?
- Research SEDAR, news releases, analyst reports
- Go to industry conferences, webinars-immerse yourself in the industry

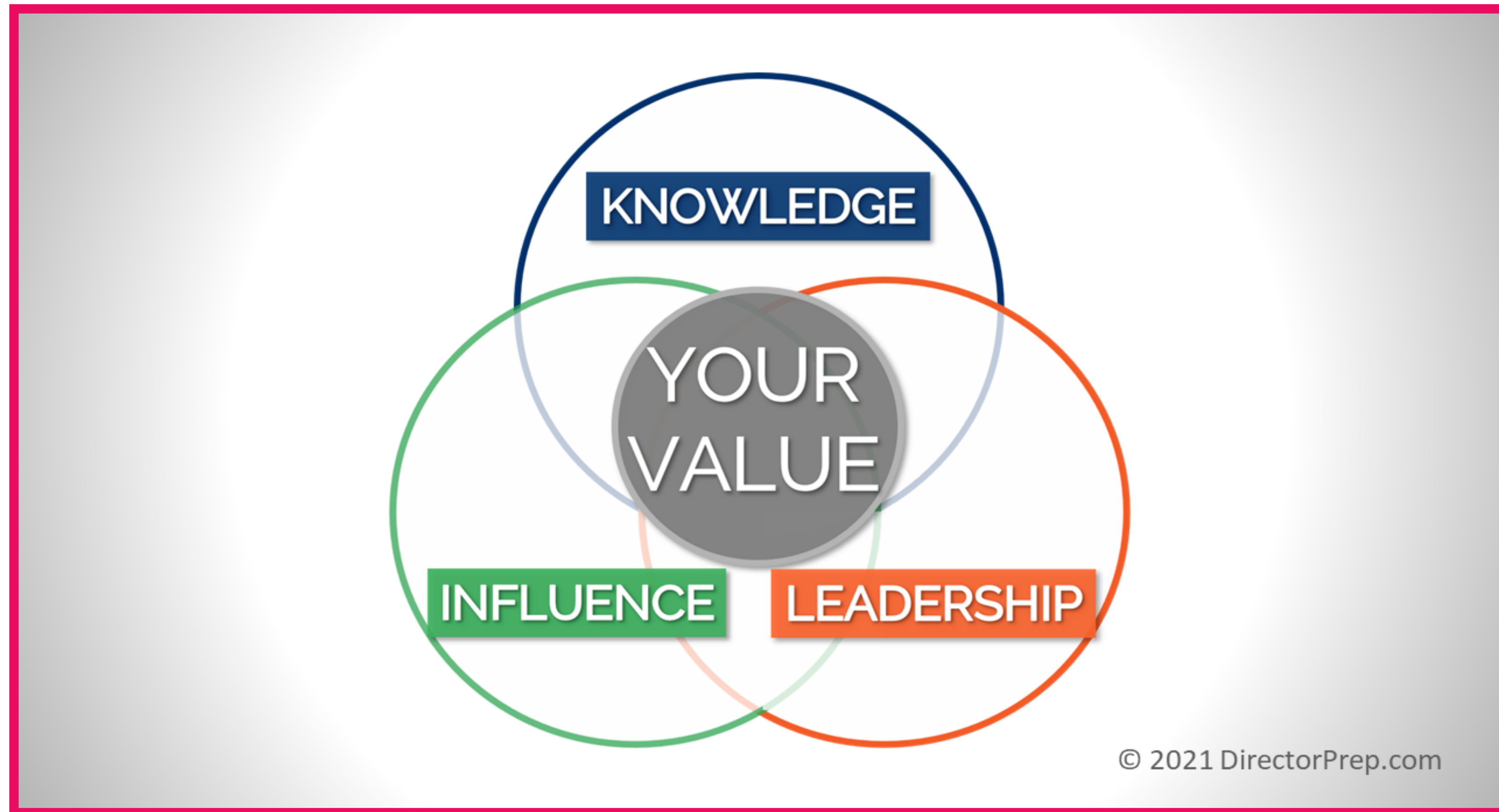


4. Understand how the board works

- Board culture
- Board committees
- Board conflicts
- Board orientation process
- Board development/education
- Board corporate calendar
- Board compensation



5. Understand your board value proposition



6. Practice makes perfect

- Be ready to be “tested” (what it means to be a board member)
- Be prepared with thoughtful and strategic questions
- Practice with a mentor or respected colleagues who understand board governance and board interviews



7. Follow up after the board interview

- How should you follow up with a thank you?
- How should you follow up with additional questions or points of clarification?
- How do you stay engaged during the board search process?



Q&A



Breakout Groups

Ace Your Board Interview



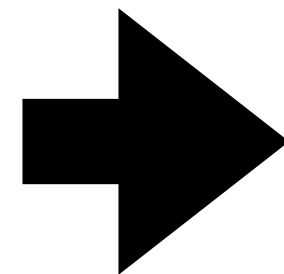
Group Discussion

Ace Your Board Interview



Expectations & Next Steps

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



**WGOB Mentorship Program -
Completion & Key Learnings Roundtable
(Mentors/Mentees)
March 5, 2024 | 5:00 -7:00 pm ET**



Thank you!



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Laura English at laura.english@womengetonboard.ca