



WGOB Mentorship Program Kick-Off Roundtable Session

April 16, 2024

Facilitator:

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

Agenda

5:00-5:20 | Welcome & Opening Remarks/Overview of the Program

5:20-5:50 | Roundtable Introductions (Mentors & Mentees)

5:50-6:00 | Thank you to our Mentors

6:00-6:30 | Key Learnings: Master the Foundations of Board Service

6:30-6:50 | Breakout Groups

6:50-7:00 | Next Steps & Wrap Up



Welcome & Opening Remarks



Meet the team



Facilitator

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



Program Manager

Laura English
Director, Membership & Programs
Women Get On Board Inc.



Executive-In-Residence

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



Thank you to our Sponsors

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WGOB Mentorship Program Overview

A unique one-year program consisting of:

- Six Virtual Sessions (hosted by WGOB)
- Quarterly Mentoring Sessions
- Primary Resources:
 - Mentee Guide/ Mentor Guide
 - *How To Get on Yourself On A Board (sixth edition)*, e-book published by Deborah Rosati
- Feedback after each Virtual Session



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



Mentee/Mentor Matching

Mentee Name	Mentor Match
Barbara McKenzie	Susan Jones
Bhavana Nelliparambil	Tara McCarville
Isobel Alice O'Connell	Marilyn Spink
Mina Mawani	Michelle Banik
Donna Wong	Sham Madhok
Elaine Sano	Theresa Firestone
Karin Boettcher-Crawford	Tania Clarke
Lovisa McCallum	Qi Tang
Penny St Antoine	Allison Mendes
Jennifer Quaglietta	Theresa Redburn
Kaajal Abrol	Mackie Vadicchino
Katrina Paddon	Kristi Honey
Maroquine Aziz	Amy Freedman
Monique Brand	Sandra Levy
Rumyana Davidson	Jill Donaldson
Sandrine Siewe	Natascha Kiernan
Ruby Littlechild	Tracy Primeau



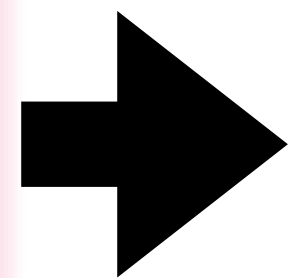
Roundtable Introductions Mentors & Mentees



Thank you Mentors & Next Steps

- **NEW!** 6 Month Mentor Drop-In
 - An optional open forum for Mentors to share their feedback and ask questions
 - Virtual on October 8, 2024 | 5:00 pm - 6:00pm ET

**Laura will send a calendar hold to your inbox*



**Next Virtual Session for Mentors:
Mid-Term Mentoring Roundtable Session - Mentees & Mentors
Key Learning: Get Board Interviews
September 17, 2024 | 5:00-6:00pm ET**



Master the Foundations of Board Service

1. Different types of boards
2. Identify the skills needed to serve on a board
3. Develop your governance knowledge & expertise



Different Types of Boards

- Type of Organization
 - Not for Profit, Public Sector, Corporate (size, stage of growth, future state)
- Time Commitment
 - > 200-300 hours/annum, sponsorship
- Industry Sector
 - is it an industry you have experience or is it an industry you are interested in?
- Passionate about
 - what do you care about and how can you give back to your community



Motivation for serving on a board

- Career development: Opportunity to gain access to unique knowledge, skills, and connections
- Broaden perspective:
 - Exposure to different management styles, corporate cultures and business models
 - View the company from a different vantage point (Not day-to-day management but rather in setting strategic direction and oversight of the company's performance)
 - Learn new ideas that can be applied to current role
- Build a network
 - Expand your network with Board members and advisors to Boards



Motivation for serving on a board

- Access to Sponsorship:
 - Get sponsored for governance education programs (e.g., ICD.D, C.Dir, CDI.D)
 - Ask to join one of your company subsidiary boards or charitable organizations the firm supports; provides a seal of approval by others, and shows that the executive has high potential and value to serve on a Board
- Skill building:
 - Exposure to other governance processes, and understanding the importance of “fiduciary” responsibility
 - Develop governance leadership skills (e.g., Chair of a Committee)
 - Improve presentation and communications skills to bring back to your company Board, having had first hand experience on directors’ expectations and Board dynamics



Board Skills Matrix

Board Skills Matrix

The Board skills matrix below represents some of the key skills that our Board has identified as particularly valuable to the effective oversight of the Company and the execution of our strategy. This matrix highlights the depth and breadth of skills on the Board.

Experience, Expertise or Attribute	Daleo	Driver	Feldler	Hough	Humann	Marcus	Marshall	McKinley	Smith	Stock	Templeton
<i>General Management & Business Operations</i>	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
<i>CEO Experience</i>					✓	✓			✓		✓
<i>CFO Experience</i>	✓					✓					
<i>CTO Experience</i>								✓			
<i>EFX Industry Knowledge</i>	✓				✓				✓		
<i>Technology</i>			✓			✓		✓	✓		✓
<i>Finance/Financial Industry</i>	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
<i>Accounting</i>	✓		✓	✓		✓					
<i>Risk Management</i>	✓	✓	✓	✓	✓	✓	✓		✓		
<i>International Business</i>	✓	✓	✓	✓			✓	✓	✓	✓	✓
<i>Strategy Development</i>	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓
<i>Mergers & Acquisitions</i>	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓
<i>Consumer Marketing</i>			✓		✓	✓	✓		✓	✓	✓
<i>Legal/Regulatory</i>		✓	✓			✓	✓		✓		
<i>Corporate Governance</i>		✓		✓	✓	✓	✓		✓	✓	✓





Learn more at kaufmanrossin.com

Public company board built to exercise collaborative oversight

Many public companies will need to rethink their board makeup in the new normal. The skills, knowledge and background experience that have traditionally been sought after in board directors may not be sufficient to lead today's companies into the future.

Skill sets such as process automation, and areas of experience such as environmental, social and corporate governance, are becoming increasingly valuable.

In a post-pandemic world, board directors will also need to work more closely with management as they collaboratively navigate uncharted territory and plan for what lies ahead.

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Key board competencies

- **Board level leadership** such as chairing committees, task forces or key initiatives
- **Integrative & critical thinking**
- **Confidence** and ability to participate and contribute meaningfully to board discussion and decision making & fit with the board's culture
- **Diversity** in its many dimensions- gender, age, Indigenous, visible minority, geographic, skills & expertise, culture, languages
- **Financial acumen and literacy** are table stakes
- Played a **leadership** role in significant change, transformation, or turnaround; operating and P&L experience
- Experience leading **key strategic initiatives** coupled with influencing skills
- **Prior board or governance experience** and capacity to manage board work and agenda



Boards also look for

- Senior professional or executive experience
- Professional and/or governance designations, e.g. CPA, LLB, P.Eng., C.Dir, ICD.D.
- Digital, AI, cybersecurity expertise. M & A, financing, restructuring experience, capital markets, ESG expertise
- Specific domain/sector expertise –e.g. biotech, manufacturing, financial services, regulatory industry, etc.
- Significant network & contacts to draw on and make connections for the business International experience and global perspective
- Enterprise risk management experience
- Advocacy, government relations, understanding of nuances of public policy
- Stakeholder relations experience
- Community profile and leadership; marquee presence or profile
- Willingness to travel to board meetings; participate in board events outside of the boardroom



Develop your governance knowledge & expertise

- 1. The role of the board*
- 2. Liabilities and protection*
- 3. Boardroom etiquette and procedure*
- 4. Specialized knowledge*



Q&A

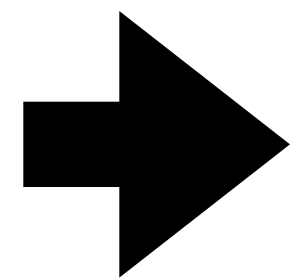


Breakout Groups



Expectations & Next Steps

- Schedule your first Quarterly Mentoring Session with your Mentor
- Attend the next five Virtual Sessions (the recording will be sent to you automatically)
- Participate in evaluation throughout the program through post session surveys or reaching out to us directly



**Next Virtual Session for Mentees:
Interim Session - Mentees Only
Key Learning: Position Your Board Offer
June 18, 2024 | 5:00-7:00pm ET**



Thank you!



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Laura English at laura.english@womengetonboard.ca