

WGOB CHAIRS



FORUM

PROGRAM



● COHORT 3 | SESSION 2

● Facilitated by Dr. Deborah Rosati, Founder & CEO of Women Get On Board Inc.

   @WGOBCanada

www.womengetonboard.ca

December 2024

AGENDA

WGOB CHAIRS FORUM | VIRTUAL SESSION 2



01

5:30 pm-5:40 pm
Welcome & Reflections

02

5:40 pm-6:10 pm
Getting to a Board
Decision Presentation
with Scott Baldwin

03

6:10 pm-6:25 pm
Q&A

04

6:25 pm-6:45 pm
Breakout Groups

05

6:45 pm-6:55 pm
Group Discussion

06

6:55 pm-7:00 pm
Wrap up & Next steps



MEET THE TEAM



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

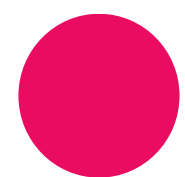


Laura English
Director, Membership & Programs
Women Get On Board Inc.



WELCOME TO WGOB CHAIRS FORUM

The WGOB Chairs Forum is a peer-to-peer forum featuring roundtable sessions to support interactive learning and networking. The forum is intended to be an exclusive community of women Chairs who meet to share their knowledge and board leadership experiences.



Rules of Engagement

- Chatham House Rules
- Safe Confidential Space
- Sessions are not recorded, you will be provided with Key Takeaways

[Landing Page](#)

Save the link to your Cohorts Landing Page where you can find all resources and connect via the Program Community



PROGRAM STRUCTURE



- 01 Virtual Session 1** - October 23, 2024 | 5:30 - 7:00pm ET
Focus: What is the biggest challenge you face as a Chair?
- 02 Virtual Session 2** - December 11, 2024 | 5:30 - 7:00 pm ET
Guest Speaker: Scott Baldwin, ICD.D - Co-Founder, DirectorPrep.com
- 03 Virtual Session 3** - February 12, 2024 | 5:30 - 7:00 pm ET
Guest Speaker: Wendy Kei, FCPA-FCA, F.ICD, GCB.D - Chair of the Board, OPG
- 04 In-Person Session** - March 26, 2024 | 5:30 - 8:00 pm ET
Guest Speaker: Ivy Lumia - CEO & Founder, BIG
Venue: The National Club, Toronto

Save to Calendar

You were sent a calendar invitation to each session last week, if you do not have these dates with zoom links in your calendar already please contact [Laura](#)

*You will be reminded of each session 2 weeks, 1 week & 24-hours in advance
add connect@womengetonboard.ca to your safe senders list

REFLECTION FROM SESSION 1

The Great Chairs Checklist: Cultivating Professionalism

- 01 The Meeting is your “showtime”
- 02 Be in the Moment-Ask good questions, Reserve judgment
- 03 Watch for cognitive biases
- 04 Take Notes on CEO and director behaviour for subsequent coaching

Reference: The Great Chair-by Brian Hayward-page 194-195

- 05 Advocate assessment, cross training, professional development
- 06 Focus “in-camera” sessions on good/bad meeting elements, advice for CEO
- 07 Debrief with CEO immediately on the meeting and what was discussed “in-camera”
 - Seek opinion on meeting
 - Confirm understand on decisions
 - Build trust through sharing
- 08 Be-self aware
 - Seek feedback on your own performance,
 - Reflect, diagnose, plan
 - Remember “WAIT”-Why I am talking

REFLECTION FROM SESSION 1

What is the biggest challenge you are facing as Chair of a Board?

01 Board Dynamics

02 Being an Industry Outsider

03 Encouraging Board Members to Speak Up

View full
Key Takeaways
from session 1



MEET OUR GUEST SPEAKER



Scott Baldwin, MBA, ICD.D
Co-Founder, DirectorPrep.com

Scott Baldwin brings practical know-how and an entrepreneurial mindset to the organizations he serves as a board director and advisor.

He has led diverse board projects and teams in a variety of sectors including health and human services, digital media, e-learning, and the creative arts industry.

Scott is also a certified corporate director, an author, publisher, and co-founder of DirectorPrep.com, an online membership with practical tools for board directors who choose a growth mindset.

DirectorPrep's AI-powered ChatDPQ, its weekly Savvy Director blog, and a host of curated guides and resources are available for your professional development.

Getting to a Board Decision

- By providing directors upfront with a **process and a plan** for how the decision will be made, the board chair makes it more likely that analysis paralysis can be avoided.
- **Routine** decisions
- Larger, **Strategic** decisions with impact
- Work to understand the diverse **personality profiles** of the directors you lead.
- [Tuckman model](#) for team building applied to board decision-making.

Personality Profiles

- Dominant
- Inspiring
- Steady
- Cautious

Think about how you would work with someone of a different personality type when you have a conversation.

Dominant

- Authoritative
- Take Charge
- Direct
- Risk Taker
- Problem Solver
- Self Assured
- Confident
- Decisive

Tasks vs. People – what drives you?

- Endless Ideas
- Determined
- Visionary
- Overall Focus
- Extroverted
- Opinionated
- Often Insensitive
- Can be bossy & egotistical

Inspiring

- Lively
- Super-extrovert
- Emotional
- Enthusiastic
- Motivator
- Entertainer - Up-front person
- Good team person

Tasks vs. People – what drives you?

- Optimistic
- Feelings dominate decisions
- Speaks first - thinks later
- Not a detail person
- Wants everyone to like them - be happy
- Disorganized

Steady

- Loyal, steadfast
- Calm, easy going
- Rarely gets angry
- Encourager
- Good listener
- Calming effect on others
- Team person

Tasks vs. People – what drives you?

- Works well with encouragement
- Avoids violence
- Dry sense of humour
- Natural peace maker
- Does not like change
- Likes consistency
- Avoids involvement

Cautious

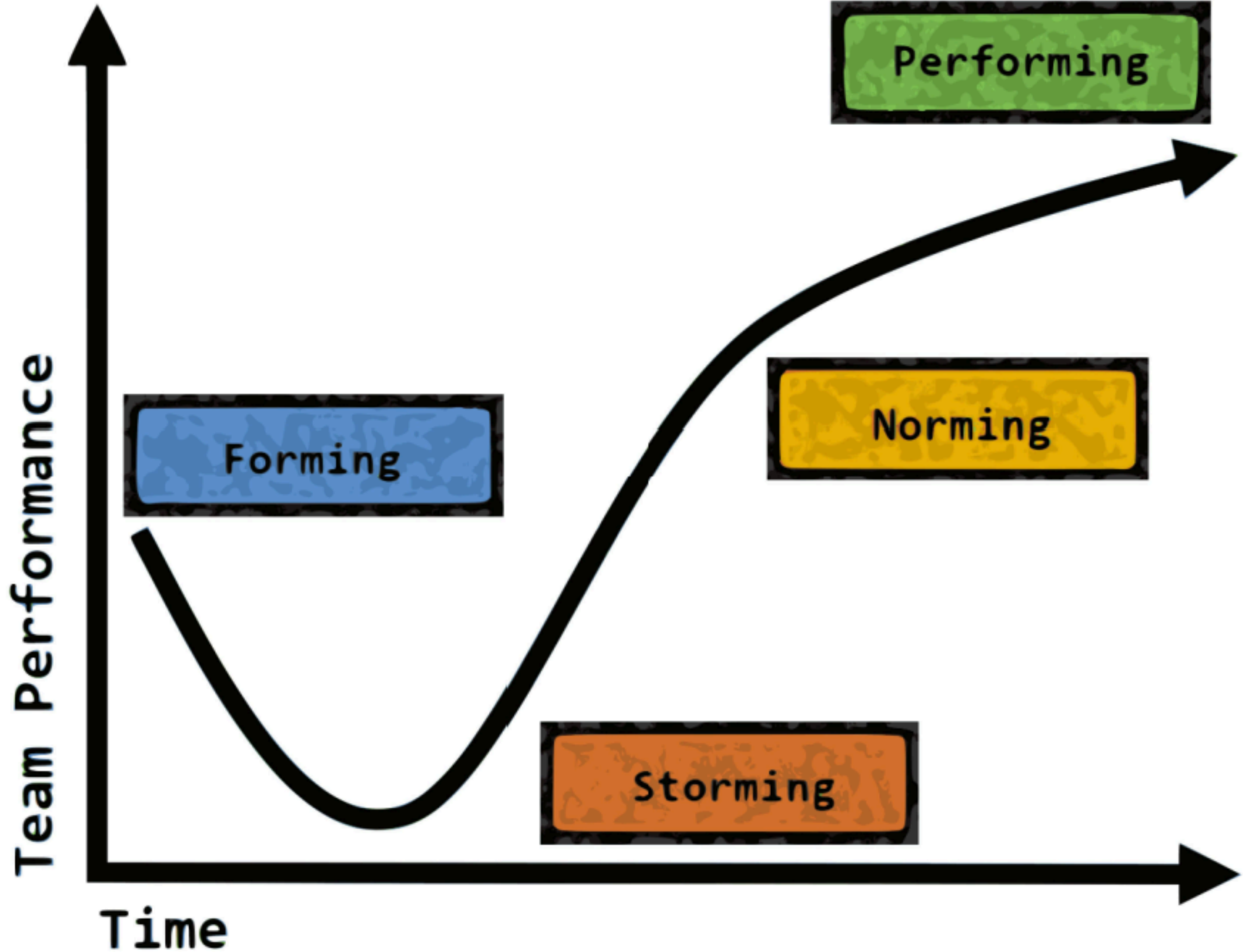
- Introvert
- Sensitive
- Detail person
- Accurate
- Planner
- Analytical
- Methodical
- Deliberate
- Dependable

Tasks vs. People – what drives you?

- Quality extremely important
- Follows the rules
- Perfectionistic
- Critical of self and others
- Moody
- Suspicious
- Don't accept change readily

Tuckman Model

4-Step Team Decision-Making



Forming

Before the discussion, the board chair:

- Puts forth how to get the item on the agenda and the meeting rules of order.
- Asks for confirmation that the right questions are being asked.
- Frames the discussion as information, discussion, or decision.
- Ensures the desired outcome is noted in the pre-read materials.
- Checks to ensure the board is working on solving the right problem.
- Confirms the problem and proposes the process to work on it.

Storming

To encourage divergent thinking during the discussion, the board chair:

- Asks directors to defer judgment for a short period of time to let the process run.
- Allows the board to do a bit of blue skying.
- Asks what other ideas are out there.
- Asks whether all alternatives have been considered.
- If there's a committee recommendation, asks if there is anything else to consider.
- Ideates divergent thinking and dissent – such as bringing forward a stakeholder voice that hasn't been heard before.

Norming

To drive toward consensus, the board chair:

- Understands that dominant style thinkers will want to drive toward consensus right away.
- Has eager people hold off long enough for the quieter people to speak up.
- Facilitates convergent thinking to bring the board team toward consensus (not necessarily unanimity.) Consensus means everyone feels they were heard, and everyone in the room is willing to give the decision a chance, even the dissenting voices.
- Builds in mechanisms to monitor the results of the decision.

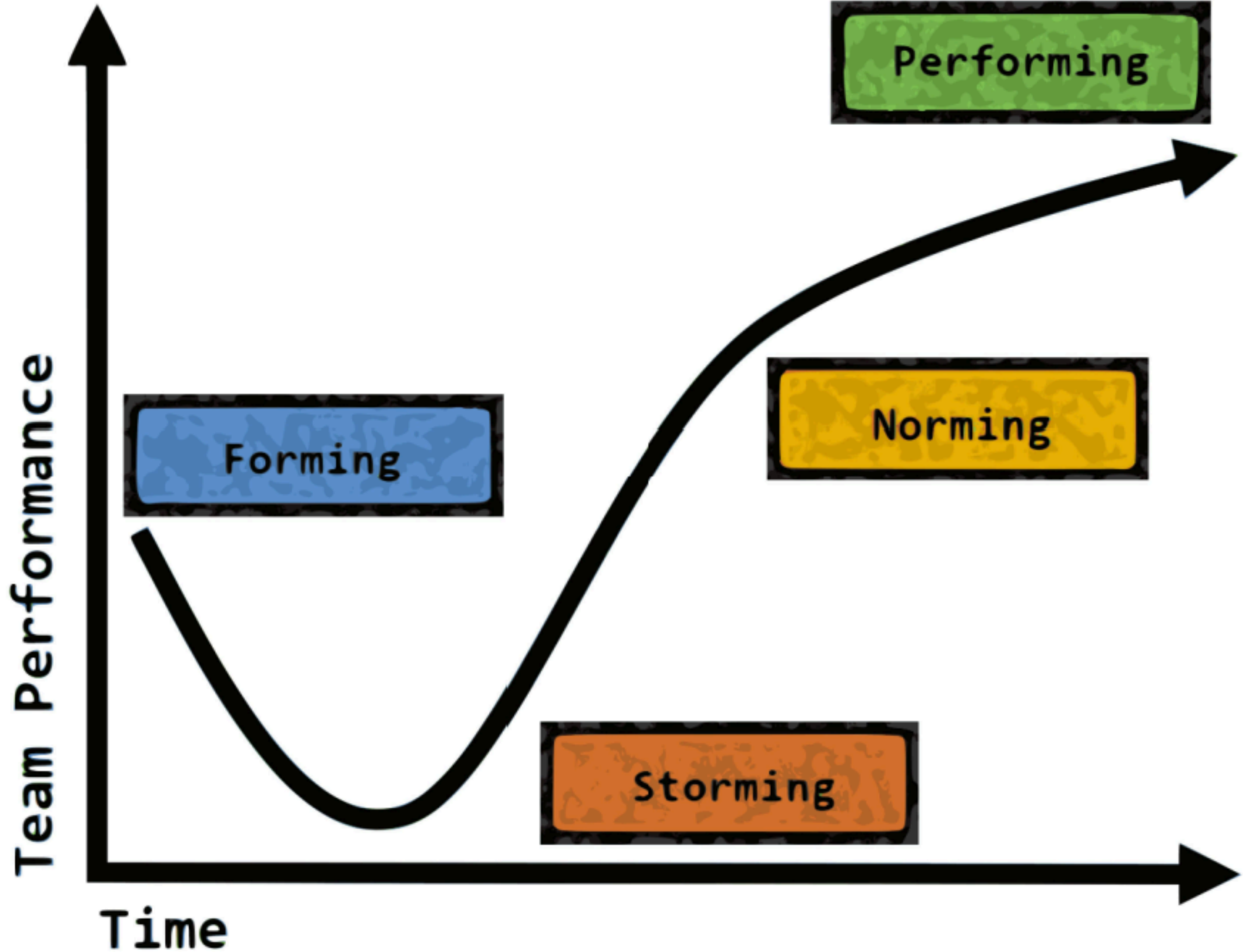
Performing

To move forward, the board chair:

- Asks what resources are needed to get things started.
- Ensures there's a clear direction from the board for management to execute the decision.
- Asks if anything needs to be re-prioritized or even stopped in order to move forward.
- Asks what is needed from management to evaluate whether the right course of action has been chosen.
- Asks what the board expects from management for the decision to be successful.

Tuckman Model

4-Step Team Decision-Making



When to call for the Vote

Two questions:

- How do you know when it's time to wrap up discussion and vote on the motion?
- How should the Chair vote in the event of a tie or slim majority?



Q&A

 **Please raise your hand to ask a question**

BREAKOUT GROUPS

- **As Chair of a Board, what processes have you used in Getting to a Board Decision?**



GROUP DISCUSSION

- **Recap from Breakout Groups**

NEXT STEPS

- Connect with your peers from breakout groups
 - Please network virtually or in-person before our next session
 - Your LinkedIn profiles are linked in the follow-up email & you were all connected by email when Laura sent calendar holds
- Add our sessions to your calendar
 - If you do not have our session dates with Zoom links in your calendar already please contact laura.english@womengetonboard.ca
- Save the link to your [Landing Page](#)
- Share your suggestions:
 - What topics of discussion do you think will be relevant for our next virtual session?
- Share any thought leadership with us at laura.english@womengetonboard.ca



NEXT SESSION

Virtual Session 3

Date: February 12, 2025

Time: 5:30 - 7:00 pm ET

Guest Speaker: Wendy Kei, FCPA-FCA, F.ICD, GCB.D - Chair of the Board, OPG

THANK YOU

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