

BOARD DEVELOPMENT

How do I ensure our board has the right capability to steer through major reforms?

Changes to legislation, government reforms, CDC, increasing competition, mergers and acquisitions, changing workforce cultures – all these changes contribute to the importance of having good governance and strategic direction. Is your board ready to navigate the changes and effectively steer the organisation?

Developing Great Boards

Whether yours is a newly formed board or an established one, we can help to increase the capability of your board members by tailoring the training programme to the specific needs of your organisation.

We go beyond a simple list of duties of the board members and into the 'how'. Some examples of topics we have covered in past board training include:

- Managing risk to ISO 31000
- Conducting workforce planning
- Building a succession plan
- Writing a vision and mission statement
- Developing policies
- Financial literacy (eLearning and face-to-face)
- Establishing and tracking performance metrics.

Our board development is a blend of theoretical and experiential learning, designed to impart critical board governance knowledge in a practical way.

The programme is scalable, depending on your requirements, so you can engage us to conduct training in specific areas, or on an ongoing basis. We conduct a 2 day workshop that is suitable for small to medium organisations and not-for-profit boards.

Sample 2-day workshop agenda

| Element | Summary |
|------------------------------|---|
| Board Leadership | <ol style="list-style-type: none">1. Aged care reforms that potentially impact your organisation2. PESTLE analysis for your organisation3. Principles of Corporate Governance4. Practical guidelines for:<ul style="list-style-type: none">• The structure of the board including major board committees• The role of the board in terms of its legal authority and relationships• The directors' fiduciary obligations and duties• The liability risks faced by directors• Ethics in the world of corporate governance• Important tips for directors and boards5. Setting Policy6. Review of existing board operation and development of 3 year and one year action plans for the board and individual directors |
| Managing Risk | <ol style="list-style-type: none">1. Understanding ISO 31000 Risk Management2. Risk management framework and risk sub-committee |
| Developing Strategy | <ol style="list-style-type: none">1. Using strategic analysis tools2. Review current strategy against aged care reforms3. Making choices4. Communicating strategy |
| Managing Succession Planning | <ol style="list-style-type: none">1. CEO succession planning – role of the board2. Board expertise matrix3. Evaluating Board performance – self assessment |

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Benefits of training with Change Factory

- Training is conducted onsite and can be customised to suit your board's current capability levels.
- Learning outcomes are identified and aligned to your training needs.
- Your current strategy is reviewed against aged care reforms.
- Financial literacy training available via eLearning and face-to-face training.
- Workbook includes an action plan to help facilitate transfer of learning back to the workplace.
- Our track record in board training design and facilitation enables us to provide insights on what really works.

Board Composition and Diversity

Having diverse board members ensures the necessary board level expertise and capabilities are well represented. Change Factory provides a tool called the **Neethling Brain Instrument** to determine the thinking style of board members. This is useful to map the diversity of thinking in your board and inform your succession planning.

We can also provide a **360 degree feedback tool** that helps board members discover the way others see and work with them.

AUDIENCE

- Board members in small to medium and not-for-profit organisations
- HR or Learning & Development managers responsible for board development in larger organisations

COST

Two day workshop will cost \$10,000 for up to 10 people (ex GST). Customised and ongoing training is priced depending on requirements.

DURATION

Training can be tailored to take two days or more depending upon the learning requirements and outcomes.

During times of change, you need a functioning, confident board to meet the challenges and seize the opportunities. Contact us to discuss how we can help you develop your board capability.

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