



Board Ready
Talent Scheme

Supported by:



DEVELOPING
TOMORROW'S
EXECUTIVES
in the East of England

Pure
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What is the Board Ready Talent Scheme?

The scheme supports organisations in the East of England to grow and fast track their talent to become 'Board Ready' and provides development opportunities for ambitious individuals to gain experience as participants on a host organisation's board.

Created by Pure Executive on a not for profit basis, the scheme aims to help organisations in the region to develop their leaders of the future, bring greater diversity to their boards and to build a succession pipeline.

Delivered through a combination of coaching, mentoring and direct experience with host organisations, high-calibre individuals are supported to make the career step up to a board level position.

The scheme is supported by Cranfield School of Management, who have developed an exclusive executive training programme to prepare participants for their secondment and support them to become well-rounded board members in the future. This programme is offered exclusively to organisations in the East of England.

Developing the talent pipeline of Executive and Non-Executive directors in the East of England, and supporting organisations to achieve a more balanced representation, will help to ensure the region continues to thrive, remains innovative and is a great place to work.

How it works

The scheme places high calibre, aspiring individuals to attend and observe the board or senior leadership team meetings of another host organisation for a one-year secondment.

This provides board-level development opportunities, observing the workings and dynamics of a board first-hand. Each participating organisation acts as a host board for a board apprentice and places a high calibre individual from their own organisation to attend board meetings as an observer with another participating organisation.

Participants have the opportunity to attend an exclusive development programme, delivered by Cranfield School of Management, to broaden their awareness and prepare them for the boardroom.

Matching the right participant for your organisation

Pure Executive will facilitate the selection and introduction of participants to host organisations. Organisations will have a choice of applicants and are supported by Pure Executive throughout the selection and secondment period in the same way as if it was a permanent appointment.

Pure Executive will:

1. Meet with the host organisation's board to take a brief, understand cultural fit, challenges, opportunities and aims
2. Interview all applicants before inclusion on any shortlist
3. Present shortlisted applicants, facilitate interviews and manage the offer to your participants
4. Keep in touch with the participant and host organisation throughout the secondment period
5. Monitor and report on the outcome of the scheme
6. Provide contracts between all parties



The Executive Training Programme

Cranfield School of Management developed an executive training programme, exclusive to the eastern region, to prepare individuals for their secondment and to equip them as well rounded board members in the future.

The programme is for senior managers, executives or heads of function, aiming to secure a board appointment within the next 3 years.

Module 1 is compulsory for participants of the Board Ready Talent Scheme, prior to commencing their secondment whilst modules 2 and 3 are optional. The programme is also available to individuals seeking to secure a board appointment in the near future, who are not currently enrolled on the Board Ready Talent Scheme.

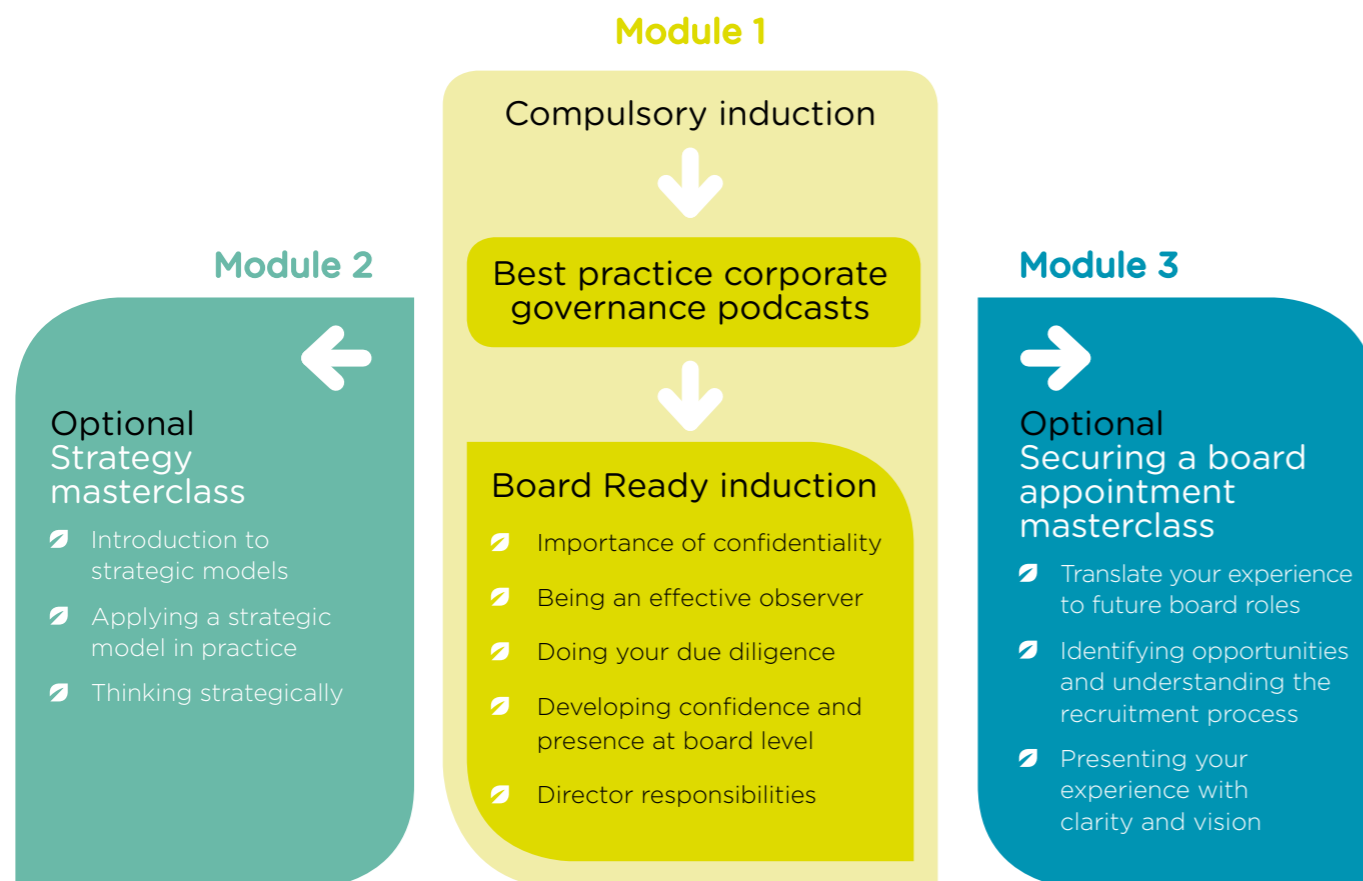
At a glance

The programme is delivered in three stages;

Module 1 forms part of the induction to becoming a board apprentice and is a sound introduction to all the facets of becoming an effective director.

Modules 2 and 3 are optional masterclasses and provide a deeper insight into the critical success factors of becoming 'Board Ready' and securing board appointments.

The programme will take place at Cranfield Management Development Centre.



Module 1: Board Ready Induction

This module runs over 1.5 days. Prior to the module commencing, participants will have access to a suite of digital podcasts on best practice corporate governance.

At the end of this module, participants will have gained an introduction to:

- The importance of confidentiality
- How to observe effectively
- How to prepare for a secondment or a board appointment including completing a thorough due diligence, researching the organisation, their market, the sector and interpreting their accounts
- Developing confidence and presence at board level
- A recap on the constitutional requirements of the Board and the different responsibilities of Executive and Non-Executive Director roles.

The programme will commence at lunchtime on day 1 and include a dinner, overnight accommodation at Cranfield's onsite hotel followed by a full second day. The participant's Board sponsor is invited to the dinner on day 1 to set expectations, share experiences and encourage proactive mentoring as well as providing networking opportunities.

Day 2 will include a Q&A with an experienced NED.

Cost: £1300* including accommodation and dinner

Module 2: Strategy Masterclass

This one-day masterclass is optional and open to any individual that has completed module 1 that would like to learn more about different approaches to developing strategy.

At the end of this module, participants will have learned:

- An introduction to the latest tools, techniques and models required by today's successful businesses
- An understanding of how to apply one of these models in practice
- Thinking strategically; how to gain fresh perspectives and apply models to familiar and unfamiliar challenges.

Cost: £850 per participant

Module 3: Securing a Board Appointment Masterclass

This one-day module is optional for individuals that have participated in the scheme that would like to consolidate their learning and experience, and secure a formal board appointment.

At the end of this module, participants will have learned:

- How to translate experience for future board roles
- Identifying NED opportunities
- The process of obtaining a first appointment and performing due diligence before accepting a new position
- Presenting experiences with clarity and relevance.

Cost: £850 per participant

*A place for one participant is included in the cost of the overall scheme.



Why get involved?



Benefits to the host organisation

- Fast track your own talented individuals and equip them to become Board Ready
- Develop your succession plan
- Achieve a more balanced representation on your board
- Gain a fresh perspective in the boardroom
- Demonstrate your commitment to developing a diverse talent pool
- Practical and cost-effective development of high calibre executives
- Talent retention through clear development opportunities

Benefits to board participants

- An exceptional career development opportunity
- Practical support to take the step up to a board level role
- Gain first-hand experience of the workings and dynamics of boards
- Accumulate credible experience for future Non-Executive and Executive roles
- Develop an insight into how different businesses operate
- Contribute to business strategy and leadership
- Access to mentoring from an established Board Director and exclusive training
- A network of alumni for ongoing support

Benefits to the East of England

- Increase the talent pipeline of Non-Executive and Executive Directors
- Increase diversity at board level
- Secure the future of the region's businesses through succession planning
- Retain rising talent in the region
- Build resilience of the economic success of the region
- Highlight the region as a great place to work and do business
- Measurement of long term impact of the scheme on the region
- A growing network of alumni to develop professional networks



How to get involved

Pure Executive is looking for progressive organisations, of any size and from any sector within the East of England, to participate in the scheme. A subsidised place will also be available for a charity or not for profit organisation to participate.

To participate, organisations and individual participants will need to commit to the following:

Host organisations

- Offer to host a participant on their own board
- Propose two or more high-calibre individuals, operating at a senior management level, to be placed into another organisation as participants*
- Endeavour to recommend both male and female employees as participants
- Provide constructive feedback and mentoring to the participant throughout the secondment
- Pay a sum of £5000 as a contribution towards the placement and administration of the scheme. This fee includes one place on the Cranfield School of Management Board Ready training programme.

Participants

- Commit to attending an agreed number of board meetings or leadership team meetings at the host company
- Sign a NDA and keep all materials and knowledge confidential
- Agree to participate in the scheme on an unpaid basis
- Provide feedback on your progress at the conclusion of the secondment.

*The scheme does not guarantee to secure a place for every candidate proposed as they will be interviewed and selected by host organisations.

Scheme Ambassadors

We are delighted to have Juliet and Andy as Ambassadors, offering their wholehearted support for the scheme's aims: supporting and developing people and organisations in the East of England, and ensuring the region continues to thrive.



Dr Andy Wood, OBE

As Chief Executive at Adnams, Andy has created a diverse and inclusive culture and has proactively encouraged organisations in the East of England to embrace diversity and follow suit.

Andy was also the founding Chairman of the New Anglia Local Enterprise Partnership, and is currently the Non-Executive Chairman of wealth management company SGWM and Professor of Corporate Leadership and Associate Dean of Enterprise at the University of East Anglia.



Juliet Dearlove

Juliet qualified as a solicitor in 1992 and has been in the boardroom as a PLC Company Secretary for 25 years. Having spent the last 10 years at JP Morgan, Juliet is also a co-founder and Non-Executive Director of Board Apprentice Group Limited, which provides experience for Board Ready individuals seeking directorship roles.

Juliet is currently undertaking a PhD with Anglia Ruskin University at Cambridge, researching the effectiveness of diversity measures currently in use, and examining how to use these to facilitate good corporate governance.





About Pure Executive

Pure Executive is the Executive Search division of Pure, professional recruitment specialists for the East of England.

Pure Executive delivers board level and senior management appointments throughout the region. We specialise in identifying exceptional leaders and recruiting CEO, COO, CTO, CFO, Managing Director, Finance Director, HR Director, Marketing Director, IT Director and Non-Executive Director roles for both permanent and interim appointments. With offices in Cambridge, Chelmsford, Ipswich and Norwich, we are established leaders and trusted advisors in the Accountancy, Executive, Financial Services, HR, IT, Marketing and Office recruitment markets.

Pure is committed to actively working to improve diversity and develop talent in the Eastern region through a number of programmes. The **Women's Leadership Programme** supports organisations in the East of England to achieve the business benefits of gender equality and helps women to strengthen their leadership skills. **Best Employers Eastern Region** supports businesses to develop inclusive cultures and create inspiring, innovative and engaging places to work. The **Board Ready Talent Scheme** is a natural complement to these existing initiatives, ensuring the continued economic growth of the Eastern region.

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