



Board Ready  
Talent Scheme

DEVELOPING  
TOMORROW'S  
EXECUTIVES  
in the East of England

Pure  
Executive

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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'; equipping them to step up to a board role whilst gaining an insight into both Executive and Non-Executive Director (NED) roles. It also provides an optional unique development opportunity for ambitious individuals to observe on a host organisation's board over a 12-month period.

The programme is delivered through a combination of world class executive training, mentoring and experience with host organisations. High-calibre individuals are supported to progress to a senior level position and become well-rounded board members of the future.

The scheme aims to help businesses in the region to develop their leaders of the future, bring greater diversity to their boards and to build a succession pipeline.

By offering this opportunity exclusively to organisations in the Eastern region, Pure Executive is in a unique position to leverage the relationships, partnerships and extensive network formed over the past 20 years. Bringing like-minded progressive organisations and leaders together, we are able to facilitate a collaborative arrangement, providing secondment opportunities between participating organisations, where everyone benefits.

Created on a not-for-profit basis, the scheme supports Pure's purpose - *contributing to the growth of the region*.

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

# The Executive Training Programme

The Board Ready Executive Training Programme is for newly appointed directors, senior managers and heads of function, aiming to secure a board appointment within the next three years. It is an ideal introduction to becoming an effective, well-rounded board director and will provide an excellent insight into the role of both Executive and Non-Executive Directors.

## At a glance

The programme is delivered in three stages:

**Module 1** is an essential introduction to all the facets of becoming an effective Director. There is an optional half-day extension, providing a greater insight into the Non-Executive Director's role and responsibilities. Individuals seeking a 'board secondment' should participate in the full 2-day programme.

**Modules 2 and 3** are optional masterclasses; developing strategy and securing a board appointment in the future.

“Adnams were really pleased to support the Board Ready Scheme. We see this as a wonderfully innovative scheme devised by Lynn and her team at Pure. The scheme has the potential to deliver value for both individuals and companies as a whole and we had no hesitation in placing one of our high potential individuals on the programme.”

Dr A C Wood,  
Chief Executive, Adnams Plc

## Core Programme

### Module 1

#### Board Ready Executive Programme

- ✔ Good corporate governance
- ✔ The role and responsibilities of the board
- ✔ Board dynamics and politics
- ✔ Board structures and committees
- ✔ Developing confidence, presence and board relationships

### Module 1 extension

#### Non-Executive Director focus optional half-day extension

- ✔ A greater insight into the role of the NED and how to be effective in the role
- ✔ Developing organisational relationships
- ✔ Preparation for a board secondment

### Module 2

#### Strategy masterclass Optional

- ✔ Introduction to strategic models
- ✔ Applying a strategic model in practice
- ✔ Thinking strategically

### Module 3

#### Securing a board appointment masterclass Optional

- ✔ Translate your experience to future board roles
- ✔ Identifying opportunities and understanding the recruitment process
- ✔ Presenting your experience with clarity and vision



## Module 1: Board Ready Induction

This module runs over 1.5 days.

At the end of this module, participants will have gained an introduction to the topics below, contrasting SMEs and listed businesses:

- ✔ Good corporate governance
- ✔ The constitutional responsibilities and role of the board
- ✔ Directors and NED responsibilities
- ✔ Board dynamics and politics
- ✔ Board structures and committees
- ✔ Preparation for board meetings
- ✔ Developing confidence, presence and board relationships
- ✔ An opportunity to hear from an experienced Board Director who will share their experience.

### The optional half-day extension includes:

- ✔ A greater insight into the role of the NED
- ✔ Being effective within the role
- ✔ Developing organisational relationships
- ✔ Preparing for a secondment or board appointment including completing a thorough due diligence, researching the organisation, their market and sector.

The programme will commence at 9.30am on day 1 and include a dinner and on-site overnight accommodation. The participant's board sponsor is invited to join the dinner to share experiences, encourage proactive mentoring as well as providing networking opportunities. The programme will run until 1pm on day 2 with the option of continuing in the afternoon with a focus on the role of the NED.

The programme is delivered by David Butcher, a Board Facilitator and advisor to many international listed businesses. David is also an organisational development expert, conference speaker and is a Visiting Fellow and Co-Director of Cranfield's flagship executive 'Directors Programme'.

### Course fees:

- ✔ Cost for the core programme: **£1500 + VAT** including accommodation and dinner
- ✔ Total cost for the full 2 days: **£1800 + VAT** including accommodation and dinner.

## Module 2: Strategy Masterclass

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

This one-day masterclass includes a dinner and overnight accommodation on the previous evening. 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

### Course fees:

- ✔ **£1000 + VAT** per participant including overnight accommodation and dinner.

## Module 3: Securing a Board Appointment Masterclass

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

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

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

### Course fees

- ✔ **£850 + VAT** per participant or **£1000** including dinner and accommodation.

## The Board Secondment

Once module 1 of the training is complete, there is the option 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 is encouraged to host a board apprentice and nominate an individual from their own organisation to attend the board meetings as an observer with another participating organisation.

### Matching the right board apprentice 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.

#### Pure Executive will:

- ✔ Meet with the host organisation's board to take a brief, understand cultural fit, challenges, opportunities and aims
- ✔ Meet and brief all individual applicants
- ✔ Facilitate interviews and manage the offer to your participant
- ✔ Keep in touch with the participant and host organisation throughout the secondment period
- ✔ Monitor and report on the outcome of the scheme

#### Secondment fees:

- ✔ The cost to the participant's organisation is **£3500 + VAT**.

### 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. We encourage organisations to consider both male and female participants, as one of the scheme's aims is to ensure the region has a balanced representation of 'board ready' individuals.

#### Individual participants will need to commit to the following:

- ✔ A commitment to attend 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 progress at the conclusion of the secondment.

\*Pure Executive will endeavour to secure a place for each participant, but this cannot be guaranteed.



## Why get involved?



## Benefits to participant organisations

- 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

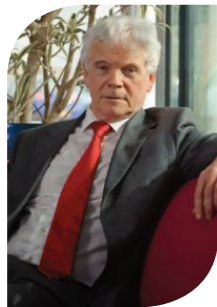
## Benefits to board participants

- 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

## Course Leaders



### **Dr David Butcher, Executive Development Consultant**

Dr David Butcher is an executive development consultant to a wide range of businesses internationally and in the UK. For many years he was a leading member of faculty at Cranfield University School of Management, one of Europe's premier business schools. He is a highly experienced board facilitator and advisor, organisational development consultant, and conference speaker. His key focus lies in board level processes, executive level leadership capabilities, and best practice advice on executive development interventions.

David has many years international experience of advising businesses across a breadth of sectors, including financial services, retail, healthcare, oil and gas, construction, aerospace, aviation and telecommunications. He is also the author of many publications in the leadership field, writing both for manager and academic audiences. His book 'Smart Management: Using Politics in Organisations' has received particular acclaim amongst managers for its practical insights.

Trained originally as a psychologist, David is an Associate Fellow of the British Psychological Society.



### **Lynn Walters, Executive Director, Pure**

Lynn is a co-founder and Director of Pure and leads Pure Executive. She has significant experience recruiting board roles (Executive and Non-Executive) for organisations in the East of England. She enjoys advising and building senior management teams, building trusting, lasting relationships and connecting people. Lynn also founded Best Employers Eastern Region, an employee engagement initiative and alongside the Women's Leadership Programme supports both people and organisations across the East of England to develop and thrive.

“The Board Ready Scheme has provided both technical and practical help in how I approach my current board membership. The course was a great combination of theoretical and practical advice. The excellent David Butcher was engaging and the interactive format meant that the delegates could get the most out of the teaching. Chatham House Rules applied through the course and sponsors and guest speakers freely shared their experiences of board membership. I feel extremely well equipped to embark on my board secondment and I am very much looking forward to this next stage of the Board Ready Scheme.”

Grace Kerr, Partner for and on behalf of Birketts LLP

## About Pure Executive

Pure Executive is the Executive Search division of Pure, professional recruitment specialists for the East of England, delivering board level and senior management appointments throughout the region. It specialises in identifying exceptional leaders and recruiting CEO, COO, CTO, CFO, Managing Director, Finance Director, HR Director, Marketing Director, IT Director and Non-Executive Directors for both permanent and interim appointments.

Established in 2002, Pure specialises in recruitment and retention solutions for public and private companies. With offices in Cambridge, Chelmsford, Ipswich and Norwich, Pure are established leaders and trusted advisors in the Accountancy, Executive, Financial Services, HR, Technology, Marketing & Digital and Office recruitment markets.

Pure believes in 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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## Board Ready Talent Scheme

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specialists for the East of England.

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