

# Board-ready Leadership Programme

The quality of the Board is reflected in the success of the business. Changing the balance at board level is the key to transforming the effectiveness of boards throughout business, in addition to fulfilling regulatory requirements. The core programme is designed for those who aspire to Senior Executive and Board positions, or who already hold those positions and want to improve their understanding of Board disciplines. The content, timing and focus of the programme is built to fit the particular needs of your business and the individuals you select to attend. Through this programme firms can:-



- Provide a thorough understanding and appreciation of Board dynamics
- Enable individuals to exhibit the right Boardroom/Board Committee behaviours
- Provide a further range of technical skills to individuals to enable them to step up to become Board members and understand issues and subjects from a Board perspective
- Enhance the skills of individuals who are already on the Boards and Committees
- Identify any training and development gaps for individuals following the programme
- Identify any serious issues anyone may have in becoming a Board member

## The Core Programme

The core programme comprises three elements in three parts. The modules can be located at a venue of your choice and their frequency will depend upon the “homework” designed between events to apply the knowledge gained. The final day consolidates the learning and provides the springboard to put personal plans into action. The three core modules are:



### Benefits to Firms

- Support top talent to compete effectively
- Retain the leaders of tomorrow
- Create the culture of tomorrow that you want led from the board and senior executive team
- Finally shift the balance at board level and create new leaders
- Demonstrate that commitment to diversity goes right to the top
- Create future role models for your business

### Benefits to individuals

- Manage the transition from business unit head to board member and business leader
- Understand your strengths and enhance areas that currently challenge you
- Feel confident of your contribution to the wider business
- Understand the bias you may encounter and how to manage it
- Recognise the dynamics at work at board level
- Apply tools and techniques to make your selection inevitable

## Module content

This is an overview of the Core Modules – remember the programme is tailored for your business so that content can change in emphasis to deliver the results you seek.

### Module I – Board Dynamics

| Session  | Purpose  |
|--|--|
| <b>Review of Leadership development to date</b>        | To summarise leadership, psychometrics, diversity and inclusive leadership sessions as part of the individuals Board-ready leadership development  |
| <b>Boardroom dynamics and expectations in practice</b> | <ul style="list-style-type: none"><li>• To understand the difference between the roles of Non-executive and Executive directors</li><li>• To know what good and bad look like in a Boardroom including leadership, respect, collective behaviour</li></ul> |

### Module II – Boardroom behaviour

| Session  | Purpose  |
|--|--|
| <b>Enabling individuals to become good Executive/Board members</b> | <ul style="list-style-type: none"><li>• To recognise and enable individuals to broaden their experience.</li><li>• To understand the importance of preparedness, and common goals</li><li>• To enable individuals to shift from business head to business leader</li><li>• To coach individuals on the subtleties of Boardroom presentation, appropriate challenge and how and when to broach subjects</li></ul> |

### Module III – Technical Training and CPD

| Session  | Purpose   |
|--|---|
| <b>Technical Modules of your choice options suggested shown.</b> | <p>To provide a series of interactive briefings which will complete the knowledge a Board member needs to be able to operate successfully in the Boardroom in carrying out their role and responsibilities effectively..</p> <ul style="list-style-type: none"><li>• Legal and Regulatory Responsibilities of Approved Persons</li><li>• Conduct Risk</li><li>• Good Governance/Governance Structures</li><li>• The Role of the Board in Risk Management</li><li>• Ensuring your Audit Committee is Effective</li><li>• Board Reporting and MI</li><li>• Conflicts of Interest</li><li>• Financial Crime</li><li>• Understanding Board level Financials</li></ul> |

# About BP&E Global

As the focus of governments and regulators has increased on governance issues BP&E Global set up a dedicated service for Boards offering evaluation, executive coaching and regulatory knowledge to address both the policy and people aspects of your board performance through a combination of:

- Commercial understanding of the sector
- Knowledge of regulatory and legal requirements and the latest thinking on governance issues
- Development and coaching expertise to fully analyse the issues and address them

We have worked with over 500 Board members and their Boards to develop their approach to governance and oversight with particular focus on the dynamics of the Board to meet their corporate and personal goals. Our assignments have included reviews driven by regulatory concerns as well as performance needs.

We are always up-to-date with developments and we speak regularly at conferences on board performance matters and write articles for publication by specialist magazines and websites such as Complinet and Thomson Reuters.

BP&E Global Ltd was named Leadership Potential Development Firm of the year in 2014, Governance and Regulatory Consultancy of the year 2015, Best for Board Development Services 2015 and Best for Board Evaluations and Executive Coaching 2016.

## Our People

The business employs permanent staff and consultants all of whom have worked in the financial services industry, many in regulation, and are appropriately qualified and experienced to deliver consultancy and training services.

This Programme is led by our Senior Consultants and we select people who understand the nature of your business and the markets you operate in as we consider this essential. For full details of our team go to our website [www.bpandeglobal.com](http://www.bpandeglobal.com)



## Next steps

Designing the right approach for your leadership team is critical. The programme must fit with any developments you already have in place and avoid any extraneous or irrelevant matters. Time is expensive and we aim to generate value from the time people put into this learning.

If this brief overview has generated some interest please call or email us to discuss the matter or arrange a meeting.

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