



Leading on The Board

From 9.45am until 4.30pm on Wednesday 10th April, 2024

This Conversation seeks to provide a space for us to share our experience and insight of the changing dynamics of leadership on the Board – for those of us who work on Boards, and for those of us who work with or through them.

Is there more we should be doing to renew and realign the way we lead on the Board, given the complex landscapes we face?

We will share and consider:

- Experiences, insights and concerns from our experience on and with the Board
- The role and purpose of the Board in facing today's complex business challenges
- The relational and power dynamics within and between the Board and Executive
- How authentically we can show up in and to the Board
- Ways to enhance decision making and leadership skills at this level



AGENDA

The Conversation will follow our usual flow in three key stages:

- **"This is Me!"** – taking stock of where we find ourselves currently in relation to this theme and the questions that are arising from our experience
- **"Tell Us More"** – enquiring more deeply into our learning and insights as we probe into this experience
- **"Yes I can, Yes I will!"** – turning wisdom and insight into intention and practice

"THIS IS ME!"

After a brief process of arriving and connecting we will begin the Conversation by sharing something of our own story of life on or with the Board

- some of the highs and lows and the learning process we have been through as a result
- some of our current concerns and observations about how life on the Board is changing in the light both of ever-increasing governance requirements on the one hand and the need for sensitive and light touch enquiry and coaching styles on the other

As we share our own enquiry and lay out our experience of Board Leadership in action we expect there will be an immediate practical exchange of ideas and learnings from the conversation – practical learnings that people have found helpful along the way and key pitfalls to avoid.



“TELL US MORE”

After our mid-morning break, we start to enquire more deeply and critically reflect on the dynamics we are discerning.

We will

- explore our experience and awareness of the complex and powerful forces at play today that are driving change in the role and significance of the Board – and therefore demanding so much more from the quality and nature of interaction, (both within and around formal meetings and processes)
- challenge our-selves and each other about patterns and assumptions that we operate from as leaders in and around the Board
- define or re-define our own role, purpose and contribution in relation to the Board
- explore our role in facilitating the quality of dialogue and the balance of attention in Board interactions

“YES I CAN!”

In the final phase of the Conversation, during the afternoon, we will help each other

- solidify our own insights and intentions –the practical and the subtle aspects

We will close the Conversation with a pause to notice and 'hoover up' all the wisdom that has been gleaned and shared – big and small, from deep insights to practical little tips. Finally we will pair up to help each other to firm up on our specific commitments and intentions - and maybe even offer to stay in touch from time to time to help each other with this...



Timings: Wednesday 10th April

- 0915** Arrivals, refreshments and introductions
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- 0945** 'Gathering together' Introductions, purpose, Guiding Principles
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- 1015** Stage One: **"This is me!"** We break into small groups and share some aspect of your personal story, from which we develop the Conversation and open up the main issues arising.
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- 1115** Tea and Coffee Break
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- 1130** We move into the second phase of the Conversation: **"Tell us more"**. This involves us accessing and sharing the deeper, sometimes hidden knowing that lies beneath our experience.
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- 1300** Break for lunch and continued reflection, perhaps a walk, alone or in pairs. What is the wisdom that is starting to emerge in this?
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- 1400** Back together as one group, we draw out the key outcomes of our lunchtime discussions and the deeper significance of these for our stance as leaders.
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- 1445** Moving into the third phase: **"Yes I can!"** In small groups or pairs, over coffee, we sharpen up our personal insights and intentions in relation to the questions we have been exploring. What is this emerging leadership wisdom inviting/calling/moving us towards?
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- 1500** Working Tea and Coffee break
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- 1545** We work on helping each other sharpen our commitments and resolves in the light of our intentions.
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- 1615** Closing words and 'gathering up' of the wisdom that has flowed, large or small.
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- 1630** Conversation close.
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