

It's all about the journey.



Non-Executive Director (NED) Development Programme

*Supporting the development
and transition of local talent
wishing to become a NED.*

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Introduction

Good NEDs add significant value to a company and the wider economy. There are distinct advantages to having locally-resident NEDs, especially for fiscal purposes, ease of attendance, and to benefit from jurisdiction-specific knowledge. Guernsey has a pool of NEDs with a significant amount of experience.

Through the NED Development Programme partner boards can help diversify and develop the next generation of local NEDs by transferring their experience, knowledge and skills to participants.

Why join

Partner boards benefit from fresh thinking that a developing NED can bring to the table - they often have modern day skill sets not found on long-established boards. Partner boards can use their participation in the programme to demonstrate their commitment to Environmental, Social, and Governance (ESG) in their annual report, press releases and social media communications.

For participants, this programme differs to others as – in addition to training courses and networking events – they benefit from a 12-month board placement including the provision of a mentor. This placement gives them first-hand experience of what it is like to sit on a board, an understanding of NED roles and responsibilities, and opportunities to develop core knowledge and skills required to become a NED.

Participants leave the programme with the confidence, experience and knowledge to undertake full-time NED positions.

Who can join

Partner boards are welcome from all sectors of the Guernsey community (not just finance), providing they practice good corporate governance and are willing and able to educate their participant appropriately including the provision of a mentor.

Participants must have experience in a top level management, consultant or executive management role, and have a basic understanding of the NED role and corporate governance. You will have served on, or reported to, a board, and be looking to move into a NED role.

How to apply

If you are interested in joining the programme either as a **participant** or as a **partner board** please contact Simon Le Tocq for further information. You will need to complete a questionnaire and submit a copy of your CV.

The NED Development Programme selection committee, comprised of members from all sectors of Guernsey industry, including finance, charities, government, IoD and the NED Forum, meets every six weeks to review the suitability of boards and participants. If you are not known to the Selection Committee you may be invited to a meeting beforehand.

Training and networking

Participants accepted into the programme will undertake training and networking until the end of their board placement, including:

- free membership to the NED Forum, entitling you to attend NED Forum training sessions and networking events;
- periodic accounting and corporate governance training provided by Deloitte and Appleby;
- a discount on selected director development training courses run by the GTA;
- the Institute of Directors (IoD) will give a limited number of free memberships to participants who are not already members;

Board placement selection process

Participants will be put forward to suitable partner boards for consideration (typically three participants are put forward to each board). This process is co-ordinated by the NED Development Programme selection committee. The partner board selects the participants they would like to interview. Following the interview process the board will appoint one participant to join their board for a period of at least 12 months.

What to expect during the board placement

The participant's role on board placement is to observe and learn from the board. They must commit the time required to fulfil the duties of an appointed board member effectively. They will receive and read board packs, attend board and committee meetings and share their views with the board, when invited. They will attend General Meetings and participate in board activities that take place outside of meetings.

The participant is not allowed to vote or take decisions as part of their placement. They are required to maintain strict confidentiality. They are not paid for their board placement and they are not appointed a Director of the company. They are responsible for covering their own expenses when travelling for board meetings, unless the board chooses otherwise.

The partner board will appoint a board member to act as a mentor and take responsibility for the support and inclusion of the participant. The partner board and participant will be allocated a member of the NED Development Programme selection committee to be their main point of contact and who will monitor progress of the participant during their board placement.

Post placement

On completion of the placement the participant will receive feedback from their partner board and will receive a NED Development Programme certificate. Importantly, the participant will have developed the core knowledge and skills required to begin their journey as a NED.

Interested?

More information about the programme, including FAQs, can be found at gta.gg/course/director-development/ned-development-programme

Alternatively, please email NED@gta.gg or call 224570.





“It is important all companies in Guernsey support the development of local talent in employees. In Specsavers we call this ‘growing our own’ and we have had successful two-year board placements drawn from our optical partners for a few years now. They have brought a fresh perspective to our business, and have gone on after their two years to contribute greatly in our industry.

In 2021 we also introduced our New Talent programme, which is designed to recruit and develop people who are interested in super-charging a career at Specsavers. The 12-month programme gives these new colleagues a comprehensive view of how Specsavers operates and helps them develop the necessary skills they’ll need for future roles within the business.

NED’s development gives the knowledge and skills to understand the roles and responsibilities of sitting on a board, looking at the challenges that need to be examined. I was a NED with Guernsey Post a decade ago and can appreciate the value of training for special NED skills here on the island, as it is not possible to keep importing that from other places.



We need the ongoing availability of NEDs to ensure timely replacements with, for example, good corporate governance skills already inbuilt.”

Dame Mary Perkins

Co-Founder of Specsavers and Ambassador of the NED Development Programme



Want to find out more?

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GTA University Centre

E: admin@gta.gg **T:** 01481 224570 **W:** gta.gg

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