



## NON-EXECUTIVE DIRECTOR PROGRAMME FOR SENIOR HR PROFESSIONALS

The HR Professionals' Company is pleased to announce its 2023 Non-Executive Director Training Programme aimed at those working at senior level aligned to the HR profession. This includes those providing expert services in this discipline.

Working in partnership with The Non-Executive Directors' Association (NEDA) the purpose of the programme is two-fold:

- 1) to provide participants with an understanding of the activities of a NED to the extent the individual feels ready to apply for such roles. The focus will be on preparing for board level opportunities.
- 2) to equip participants with the full range of skills to become an effective board member.

### Why Now?

People Leaders are increasingly being appointed to boards of FTSE 350 companies and global subsidiaries alongside charities and other trusts seeking specialist knowledge from an HR background. This is driven partly through corporate governance and the focus on building the right workplace culture and accelerated by the Environmental, Social and Governance agenda. With a focus on nominations, remuneration, succession planning, diversity and inclusion, community investment and employee engagement the presence of an HR professional at the top table brings many advantages.

### The Programme Detail

The programme is divided into two parts and can be attended in person or virtually.

#### **PART ONE: Preparing for board level opportunities (Delivered by the HR Professionals' Company with input from NEDA)**

Introductory Session - 21st June 2023 (5.30 pm to 7.30 pm in person or hybrid)

Meet the Course Faculty, including the Mentoring Lead, and cover:

- How to develop the skills and experiences required to be an effective trustee or NED
- How to identify and position yourself for potential trustee and NED opportunities, leveraging your HR expertise whilst understanding the board and wider stakeholder requirements.
- Hear about the personal experiences of senior HR professionals who now hold significant NED roles and about the learning journey of the first cohort on this programme.

This is complemented by a mentoring session to focus on career planning.

#### **PART TWO: Becoming an effective board member (Delivered by NEDA with input from the HR Guild)**

Full day programme - 21st September 2023

- Director role and responsibilities – *essential legal duties*
- Corporate governance framework – *the practical application*
- Corporate reporting developments – *financial and narrative reports*
- An 'Effective Board' – *the key team characteristics*
- The Chair, NED and Committees – *understanding the essential roles*
- Director competencies – *exploring strengths and weaknesses*
- Board performance – *latest thinking and use of tools and techniques*
- Strategic role – *getting the right balance and making a difference*
- Risk management – *what boards need to consider*
- Board relationships – *building trust from good communications*
- Latest developments in the boardroom – *'ESG' and other hot topics*

A number of team exercises, case studies and interactions are incorporated into these sessions. All participants will receive a full documentation package of slides and materials (soft copies), as well

as an e-version of the latest **Non-Executive Directors' Handbook (5th Edition)**. Completing the training course and reading the Handbook will prepare attendees to take an on-line test, which leads to the award of the NED Certificate, if passed. There is a very small extra charge for the certification process.

This is complemented by continued mentoring during the programme and a vacancy register.

### About our Partners

This NED for HR Programme is being delivered by the HR Professionals' Company, the Non-Executive Directors' Association and supported by the CIPD. This recognises the importance that the profession places on people leaders contributing to the board agenda.

HR Professionals' Company is progressing through the livery world and provides the opportunity for senior leaders to 'give back' to the profession. Its objectives are to provide education, charitable and pro bono services and to thereby support HR people, its charity partners and the wider City. This is predominantly the Lord Mayor, other liveries and the City of London Corporation. **Supporting this programme is Andrea Eccles, Education Lead and Chris Woodman, Programme Director.**

The Chartered Institute of Personnel and Development (CIPD) is the professional body for experts in people at work. Their purpose is to champion better work and working lives by setting professional standards for HR and people development, as well as driving positive change in the world of work. **Supporting this programme at the CIPD is Peter Cheese CEO and Valerie Hughes D'Aeth, Chair.**

The Non-Executive Directors' Association (NEDA) is the professional association that develops and supports NEDs from diverse backgrounds with the right skills, knowledge and mindset to ensure they have a positive impact in the boardroom and beyond. **Supporting this programme is Louis Cooper, CEO and Barry Gamble, Senior Adviser.**

### The Programme Faculty

The programme will be led by Andrea Eccles and is supported by Chris Woodman. Experiential insights and thought leadership will be delivered by current Non-Executive Directors including Valerie Gordon-Walker, Meena Anand and Board Coach, Chris Woodman, on behalf of the HR Professionals' Company. Part Two of the programme will principally be delivered by NEDA under the leadership of Louis Cooper, CEO, with multiple support tools as set out in the Part Two summary above.

### Programme Cost

The full cost of the programme is £1250 plus VAT. This covers the delivery of Parts One and Two and the mentoring session.

You do not have to be a member of the HR Professionals' Company or NEDA to participate as an HR professional in this programme. Both organisations would – of course – be delighted to welcome you should you decide to join. The HR Professionals' Company is £350 per annum (no VAT) and NEDA offers a HR guild discounted rate of £50 per annum (+ VAT).

To book on the programme or for more details please contact  
[info@hrguildleadershipprogram.org.uk](mailto:info@hrguildleadershipprogram.org.uk)  
or visit the website on  
[www.hrprofessionals.org.uk](http://www.hrprofessionals.org.uk)