

HDN Achieving Board Diversity

Yvonne Davies, HDN Associate

yvonne@tenantadvisor.net

07867974659



Achieving Board Diversity Programme – Year One



Mentoring support

- Mentoring contract and personal development plan
- EXTERNAL mentor for all participants 6 one-to-one sessions
- Internal Governance lead contact

4 Group Development workshops with BMs from other landlords

- Peer networking with other Board Members and shared learning
- Supported by sector leaders (including Regulator, NHF, NF ALMOs, CEOs, Senior Staff and Board Members) facilitate workshops

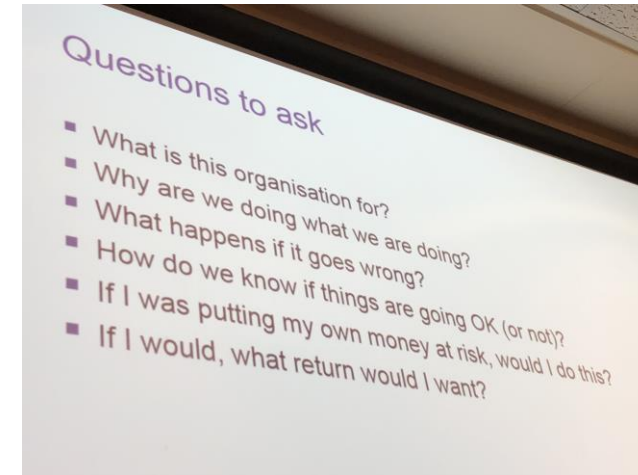
HDN Support

- Two HDN 121 support actions (360 assessment and personality/influencing profile)
- Bi monthly contact (check in and support)
- 4 workshops for trainees only – Mock Board meetings, interview preparation, additional training and personal development



Example coverage on training

- Governance, risk and assurance
- Government Policy, strategy and impact
- Growth - strategic partnerships, mergers etc
- In Depth Assessments
- Understanding finance, financial assurance and treasury
- Developing new homes and Project Appraisal
- Diversity of thought and using the skills in the Board Room
- Audit and Internal Controls assurance
- Value for Money
- Customer Engagement
- Health and safety Assurance
- Business transformation and the digital agenda



Achieving Board Diversity Programme – Year Two



- A more personal tailored programme for individuals
- No promises of a Board position at the end of the programme – ideally this will be the case, but sponsors have been getting trainees board ready for themselves and others
- Support to find Board positions
- Shadow other boards of HDN members
- Interview and CV skills for trainees



HDN Additionalities

- Support with succession planning to review potential for Board and Committee co-option, skill and diversity of thought gaps and to scan for future Board/Committee vacancies
- Recruitment and open days
- One to one support for trainees and signposting
- HDN support for Board Chair/Board Champion/CEO to ensure impact is lasting
- Leg up for those who have fallen behind
- Annual Appraisals
- Interview preparation



Any questions?

- Ideally we want you to sponsor 1-3 individuals
- HDN Member Costs will be in the region of £3500 per trainee, per year for the whole programme, with reduced costs for more trainees
- Costs a little more for non-members of HDN, again with reduced costs for more trainees
- Please do not hesitate to contact me directly for more information on how we could make this work for you and your organisation

