

CPA BOARD SEARCH WEBINAR

DAVID SCHWARZ | CEO, BOARD DIRECTION



BOARD APPOINTMENT



THE GOOD NEWS

50% = 42,000

Australian Companies
Appoint New Board
Members Annually

Board Opportunities
Available Each Year



THE BAD NEWS

It is a highly highly competitive environment. There will always be more competitors than opportunities and you will be competing against highly experienced Directors for even minor roles... but you knew that already. Right?



THE TRADITIONAL ROUTE TO A BOARD APPOINTMENT



UNSTRUCTURED; REACTIVE; TIME CONSUMING; NOT SO MUCH FUN AND OFTEN UNSUCCESSFUL

BOARD APPOINTMENT

ASPIRATION

WHICH BOARD IS RIGHT FOR YOU?

A critical question... the answer must balance your aspirations against the reality of your appointment.

GOVERNMENT BOARDS AND COMMITTEES

<https://www.directory.gov.au/>
<https://www.nsw.gov.au/>
<https://www.dpc.nsw.gov.au/>
<https://vacancies.publicboards.vic.gov.au/>
<https://www.qld.gov.au>
<https://onboardwa.jobs.wa.gov.au>
<https://www.dpc.sa.gov.au.../current-listing-of-government-boards-and-committees>

NOT FOR PROFITS

Not For Profits (57,984 charities - 35% have boards)

- o International - Greenpeace, Amnesty International, Movember, UNHCR
- o National - Heart Foundation, Cancer Council, RNIB, & Peak Bodies.
- o State - Health, Education, Community Banks, Environment.
- o Community - Targeted Causes & Locations

COMMERCIAL BOARDS

- o Public Companies - Strategy, Risk & Governance
- o Private Businesses - often relationship focused
- o Family Companies - political house is key
- o Start up's - sexy and in high demand.
- o Investment/Equity Boards - beware!

COMMERCIAL, PUBLIC OR NFP?

What are your short & medium term board aspirations?

Studies have found that:

1. The first board appointment you accept might define your board career and as such peg you
2. No evidence of a NfP board leading to a 'better board'

So, choose carefully...

ARTICULATION

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WHAT A CHAIR WANTS?

Regardless of the scope or scale of an organisation in an ideal candidate must address both core and desirable criteria ...

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FIVE CORE CRITERIA



Board or Governance
Experience



An executive skills set



Relevant Networks &
Connections



Demonstrable Passion



Cultural Fit

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HOW COMPELLING IS YOUR PITCH?

Done - the job before
Skills & Experience - to do the role
Networks - to leverage
Passion - demonstrable (engagement)
Fit - style, approach & risk.

It has to be compelling because it answers the very first question you are going to get asked in an interview
- 'Why should we appoint you?'

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APPLICATION

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HOW YOU ARE GOING TO GET APPOINTED

It is going to happen one of four ways.

1. Via personal connections (65%)
2. Are appointed directly (15%)
3. Via recruiters (10%)
4. Via advertisements (10%)

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HOW ARE YOU GOING TO SPEND YOUR TIME?

80% of people are appointed via a personal connector or by directly approaching an organisation with an offer to help.

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YOUR ROLE IS TO:

Your role is to:

1. de-risk your potential appointment and
2. separate yourself from your competitors
3. but most of all ...

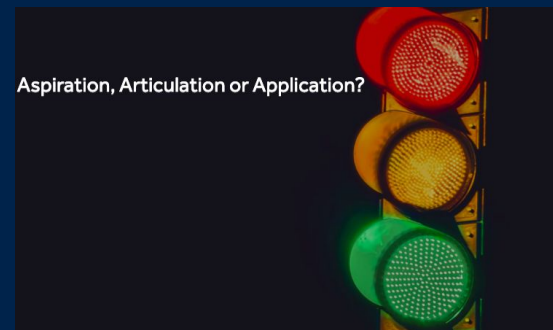
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AND



WHAT IS STOPPING YOU?



1. HOW MUCH CAN YOU BE PAID?

Listed Chair: \$132,000	Listed Director: \$82,500
Unlisted Chair: \$70,985	Unlisted Director: \$41,606
Private Chair: \$61,800	Private Director: \$ 41,200
NFP Chair: \$41,200 (if paid)	NFP Director: \$20,100 (if paid)

- Half of ASX 100 and a quarter of ASX 250 companies pay additional fees to main board committees members;
 - 85% - 96% of Not for Profits are unpaid.

2. HOW LONG WILL IT TAKE TO BE APPOINTED?



