



www.womenonboards.net

Our history



Our Vision

“To increase the number of women on boards and in leadership roles to achieve a gender balance of 40% women, 40% men and 20% of either, and/or other genders.”



WOB Boardroom Diversity Index

Numbers of women on the boards of more than 1,500 organisations in 10 key sectors tracked over 10 years.

Lesson for us all

What get's measured get's managed

What get's managed get's done

Sector	2018	2016	2015	2013	2012	2011	2010
ASX100	29.3	25.3	23.5	18.5	17.2	14.0	11.8
ASX200	26.7	23.0	19.9	15.8	13.9	10.9	8.7
ASX201-300	19.1	15.9	13.4	NA	7.6	NA	NA
Affordable Housing	42.3	NA	39.6	NA	NA	NA	NA
Charities	40.2	NA	39.6	NA	NA	NA	NA
Cooperative Research Centres	28.3	25.5	24.2	17.1	18.2	18.3	17.3
Credit Unions / Mutual Banks / Building Societies	30.0	26.0	23.4	20.9	21.2	18.4	21.0
Government Federal (top by remuneration)	45.3	39.1	38.5	39.3	35.9	31.0	30.4
NSW: Government-owned Corporations	31.7	32.4	31.4	24.2	20.7	23.7	24.4
Qld: Government-owned Corporations	48.1	21.8	21.8	35.4	38.4	36.0	32.0
SA: Government-owned Corporations	46.7	48.8	48.8	48.9	49.1	47.4	45.3
Tas: Government-owned Corporations	47.4	28.6	28.6	25.6	25.0	28.1	NA
Vic: Government-owned Corporations	52.0	30.3	35.6	32.8	33.0	40.0	NA
WA: Government-owned Corporations	34.7	29.7	25.9	29.1	23.1	27.8	NA
Health Funds	28.9	26.4	24.7	24.2	24.1	NA	NA
Health Boards	57.9	NA	53.1	NA	NA	NA	NA
Medical Colleges	28.4	20.3	30.4	NA	NA	NA	NA
Primary Health Networks (formerly Medicare Locals)	40.8	39.2	41.7	NA	NA	NA	NA
National Sporting Organisations	37.2	34.4	30.5	24.4	23.4	22.7	26.5
RDA Committees	36.7	36.9	NA	NA	NA	NA	NA
Research and Development Corporations	30.4	22.0	21.7	23.7	21.1	22.5	22.4
State Health Services	49.6	43.0	41.0	NA	NA	NA	NA
Superannuation Trusts	33.1	29.6	26.0	20.9	20.9	20.4	19.4
University Bodies	42.3	37.4	34.7	NA	NA	NA	NA

Female participation on boards of Universities
By percentage of female directors

Entity	Body	Chair	Total directors	No. of female directors	% female directors
Bond University	University Council	Dr Annabelle Bennett AO	10	3	30.0%
University of Adelaide	University Council	Mr Kevin Scarce AC	17	5	29.4%
University of Technology Sydney	University Council	Ms Catherine Livingstone AO	18	5	27.8%
University of New South Wales	University Council	Mr David Gonski AC	15	4	26.7%
Murdoch University	Senate	Mr David Flanagan	16	4	25.0%
University of Melbourne	University Council	Mr Allan James Myers AC	16	4	25.0%
Torrens University	University Council	Mr Michael Mann AM	9	2	22.2%
James Cook University	University Council	Lt.Gen John Grey	23	5	21.7%
University of Notre Dame	Board of Trustees	Sr. Annette Cunliffe	11	2	18.2%
TOTAL			640	271	42.3%

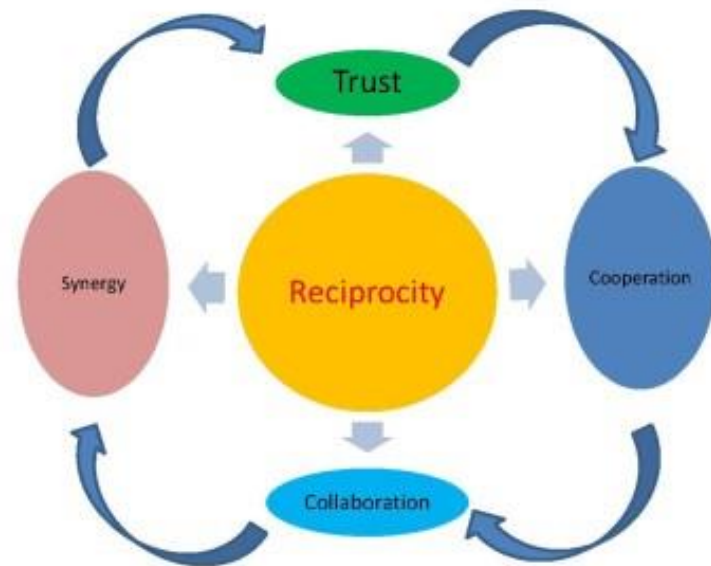
Our Mission



The woman you are...

The women you were...

The women you will become



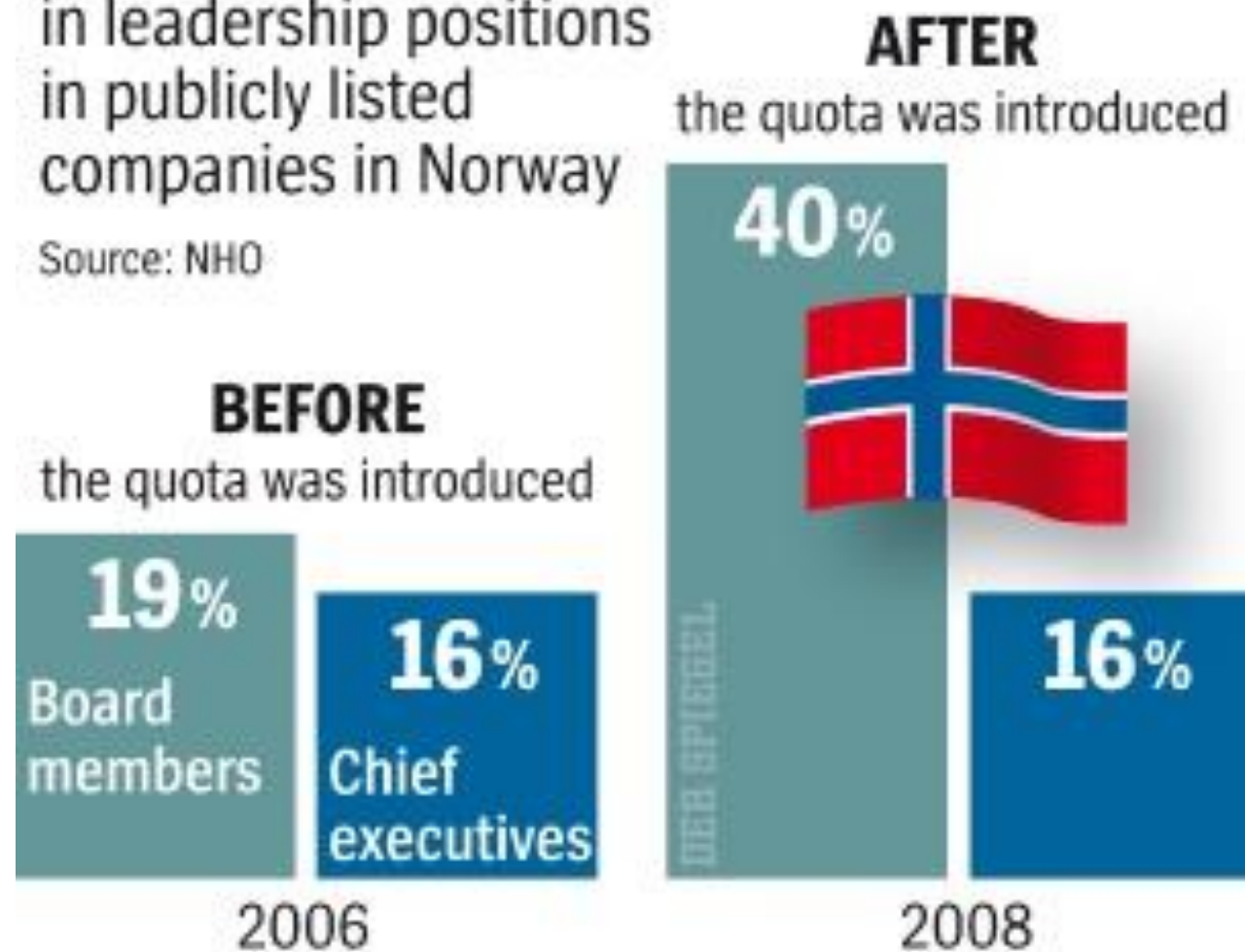
The premises from which we work

- There is a board role for everyone
- Work on the system.....not on the women
- Make board roles transparent and accessible
- Turn off the spotlight and turn on the floodlight
- Quotas are sometime a really good idea....

Norway's Quota System


Percentage of women
in leadership positions
in publicly listed
companies in Norway

Source: NHO




The 7 positive impacts of taking on directorships...







Creates a point of difference
on your CV when applying for
roles.




Joining a board indicates to
management or your clients
that you are interested and
engaged in your community
at a leadership level.




Improves career resilience and
provides strategic
understanding of workforce
dynamics.



Builds capacity to develop
career and leadership skills
you may not be able to
develop in your day job.



Builds market and industry knowledge and networks through exposure to a range of issues from the perspective of a director. It may where your next client comes from.



Opportunity to explore the idea of a post executive board career.



I've been focussing on my
Not for Profit board roles
and creating value for
social purpose

...but no-one knows I've
had two children!

Provides continuity on
your CV if you need to
take a career break at
any stage.

Boards and committees on offer

- Puffling Advisory Board - 10402
- Safety Institute of Australia – 10389
- Telecommunications Industry Ombudsmen – 10386
- NSW Council for Women's Economic Opportunity ** - 10364
- Hornsby Ku-ring-gai Women's Shelter** - 10350
- Exto Partners Pty Ltd – 10338
- Touch Football Australia ** - 10335

Directorship Opportunities

Exercise: WOB Director Assessment

Score	1	1 - 2	2 - 3
Career stage	Early < 10 yrs	Mid 10-20 yrs	Later 20+ yrs
Career experience	Management & other roles	General & Senior Management	C Suite / Executive / Partner / Director
Board experience	Low Reporting to boards / committee experience	Medium Served on a board / company secretarial	High Served on more than one board
Organisation with which you have board experience	Smaller NFPs Community bodies Inc. Associations Strata bodies Advisory committees	Larger NFPs/ Charities Government Boards Industry Bodies SMEs	ASX Subsidiaries APRA Regulated Statutory Authorities State Government Owned Corporations
Total			

Who to target

- Score 4-6: Entry level boards
 - State and Federal Government advisory panels & boards
 - Professional membership associations
 - Local and State sports bodies / committees
 - Not for Profit (arts, sport, social assistance, international, environmental)
- Score 7-9: Mid tier boards
 - Large Not for Profit businesses (often healthcare / social assistance / education / training)
 - National Sports Boards & major sporting clubs
 - SMEs and Start-ups
 - Mutual Banks, Credit Unions and smaller superannuation trusts
 - ASX 200 + and subsidiary boards of ASX200
 - Government Business Enterprises and Statutory Authorities
- Score 10-12: Top tier boards
 - ASX200, Large private companies and superannuation trusts
 - Federal Government Enterprises

Your marketplace for board seats

- ASX500
- 10,000+ Government boards and committees
- 500+ sport bodies (107 NSOs, Clubs, State Bodies)
- 500+ licenced financial entities
- 60,000 entities registered with the ACNC
- Others?

How are directors selected?

- Best match with selection criteria
- Relevant skills & experience (competence & expertise)
 - Career roles & responsibilities
 - Industry sectors
 - Prior board and proxy board experiences
- Personal qualities
 - Inquiring, intelligent, understands complex issues
 - Evaluates options
 - Thoughtful, collaborative, decision maker
- Strong networks and connections
- Convincing self advocate

How To

Build a great CV



It's all about the P's

- Find your USP
 - Capabilities > experience > transferable skills
- Know your VP
 - Your value proposition > someone should put you on a board.
- Keep it to 2P
 - Yes, really!
- Strong Opening Ps
 - Your opening paragraphs should capture your reader
- A Professional approach
 -not your life story!

Engage with WOB

- Join a league of extraordinary women
 - 23,000 Australia-wide
 - 24,000 in the UK
- Start your pathways to the boardroom via our Getting Started webinar
- Be mentored and supported in your career and in the boardroom
- Register for free at www.womenonboards.net
- Subscribe for:
-\$210 per annum





Questions

Thank you
...remember, we are always here to help

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