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

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## Female participation on boards of Universities

### By percentage of female directors

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

BEFORE
the quota was introduced

19%
Board members

16%
Chief executives

2006

AFTER
the quota was introduced

40%

2008

16%
The 7 positive impacts of taking on directorships...
Joining a board indicates to management or your clients that you are interested and engaged in your community at a leadership level.

Creates a point of difference on your CV when applying for roles.
Builds capacity to develop career and leadership skills you may not be able to develop in your day job.

Improves career resilience and provides strategic understanding of workforce dynamics.
Opportunity to explore the idea of a post executive board career.

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.
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

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

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

wob-aus@womenonboards.net
www.womenonboards.net