

The

INSIGHT.

Programme

What it involves
for candidates



GatenbySanderson



Overview

The Insight Programme arranges for participants to be attached to one or two Boards for a total of around nine months. In each organisation, participants will 'buddy' with an existing Non-Executive Director and attend board and sub-committee meetings, as well as have access to the organisation under local arrangements. Participants will also receive mentoring from the Board Chair during an attachment.



Application

Participants should apply via this website. To become a participant, you will need to submit an application consisting of a CV and supporting statement, detailing your interest in the Programme, becoming a Non-Executive Director, and your potential contribution at Board level.

The Insight Programme has been designed to address the challenge to increase diversity on Boards operating within the sectors that GatenbySanderson supports. Before applying, you will be asked to confirm that you are part of an under-represented group. You will also be asked to confirm that you can meet the time commitment necessary to fully benefit from participation in the programme.

Person Specification

- Senior leadership experience gained in a large or complex organisation is required. This may be at board or senior leadership level in a medium sized organisation, or immediately below board in a large or complex organisation
- Ability to quickly gain an understanding of housing or healthcare issues and how large-scale organisations operate
- Ability to analyse complex information, with strong analytical and problem-solving skills



- Excellent interpersonal and communication skills. The ability to work in a team to meet common goals and utilise skills and experience to benefit the organisation
- Ability to assess strategies in order to reach objectives
- Astute, able to grasp complex issues to and understand relationships in a multi-stakeholder environment
- Commitment to good corporate governance in a regulated environment
- Commitment to the Nolan Principles of Public Life

Participants are advised to be able to commit 2-3 days per month in order to fully benefit from the Programme and to utilise the access they will be granted within the organisation.

Feedback received from previous participants shows that individuals experience greater benefit when they are able to commit this time to the process.

Selection

All applications to the programme will be assessed by the Chairs of sponsoring organisations, supported by GatenbySanderson. Each application will be assessed on the basis of two main criteria: the value that participation in the programme could bring to you and the organisation, and your ability to demonstrate a strong commitment to the sector/s to which you want to attach.

Screening interviews may be undertaken as part of the selection process, and you will be informed of the outcome of your application to participate by GatenbySanderson.



Induction

If your application is one of those forwarded to the Chairs, you will be invited to attend a virtual introductory session on MS Teams led by GatenbySanderson. This session will provide further information on the programme itself and will include speakers from sponsoring Boards providing information about what it is like to sit on a Board, and what Chairs tend to look for in a Non-Executive Director.

Sponsoring organisations will also provide a further induction session specific to their organisation at the outset of the attachment.

First Attachment

Having been selected by a sponsoring organisation, and following an induction programme led by them, you will be paired with a Non-Executive Director who will act as your 'buddy' throughout the attachment under guidance from the Chair, and with support from the Company Secretary/HR Director.

Participants will experience life as a Non-Executive Director during their attachment of approximately six months, attending Board meetings, sub-committees and as many other commitments as is feasible, as well as receiving mentoring support from the Chair.

On completion of the attachment, you will be provided with a reference from the Chair to support future applications.

Second Attachment

To provide a breadth of experience, you will usually be attached to a second organisation for around four months, following the same format as the first attachment. Participants will be provided with a reference from the Chair once again.

Participants conclude the Insight Programme having gained experience of how a Board operates, with references from each of their sponsor Chairs.

Administration

The Insight Programme is managed by GatenbySanderson. GatenbySanderson and sponsoring organisations give their time and efforts to the programme pro-bono.

GatenbySanderson will contact participants throughout the programme and 6-12 months after completion to help monitor the impact of the programme.



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