

Getting OnBoard.

Changing the Face of Trusteeship

What is the Transform programme?

Transform is a trustee recruitment programme for charities who wish to take positive action to diversify their board through open recruitment and an inclusive board culture.

Transform will teach your charity how to set up an open recruitment strategy. By the end of the programme participating charities will have implemented a recruitment campaign to recruit trustees to their board.

You'll be investing time into this process and be committed to running a real-time trustee recruitment process, with the full support and guidance of Getting on Board's team of governance and recruitment experts.

Transform covers

- Working out who you need on your board
- Auditing existing board skills, knowledge and experience
- Working through where to find and inspire the trustees you need
- Creating and placing inclusive adverts
- Setting up successful shortlisting and interview format
- Onboarding new trustees
- Creating inclusive board cultures

What does the Transform programme involve?

- Your organisation joins a select online cohort of charities
- An introductory webinar for up to 10 trustees and senior executive team members outlines the programme and explains the board's role in trustee diversity and inclusion
- Five two-hour masterclasses for 1-2 trustees and/or senior executive team members, guides you through how to assess your needs, prepare for, plan and run a successful open recruitment campaign
- Access to one-to-one support and coaching throughout the recruitment process

- Additional optional session to work through any sticking points you have encountered through the process
- Optional closed session for your board to help them understand their role in inclusive governance
- We also offer optional [induction training](#) for your new trustees

Is Transform right for my charity?

Getting on Board believes board diversity means having a mix of people on a charity board who have the relevant skills, knowledge, lived and learned experience and background to do the job well and that the mix is representative of the community served and society as a whole.

Who you are looking to recruit to your board will depend on your organisation's field, its strategy and who you already have on your board. The Transform programme will help you work out which voices, skills, knowledge, experiences and backgrounds will help your organisation achieve its ambitious objectives.

We believe that diversity includes but goes beyond protected characteristics into lived experience of your charity's mission, geography and class, skills and knowledge.

Inclusion is creating the right environment in which they can thrive and enabling them to contribute strategically to the charity.

Board involvement

There should be at least informal board approval to recruit trustees openly, although it's not uncommon for us to work with organisations where at least some of the trustees are sceptical.

Your board should want to improve its diversity because it shares our belief that diverse voices will improve governance, strengthen the organisation and better enable the charity to deliver on its objectives, not because it simply wants to appear to be diverse.

The board's involvement in the latter stages of the process will be essential. Board discussions, processing applications, shortlisting, interviews, appointment and the induction of new trustees are essential to the successful implementation of the programme. We recommend those delegated to manage recruitment allow at least three days for this.

Costs and funding

Getting on Board runs three cohorts a year. The programme costs £1,559 and we offer a 30% discount if your charity's income is under 100K.

If your charity is a grant recipient of [Lloyds Bank Foundation](#) or [Trust for London](#) you can ask for them to support your organisation through the Transform Programme.

Previous participants have also had their place funded by an employer partner or a donor.

Next steps

If you would like to hear more about how Transform can help your charity's recruitment challenges, [book an introductory call](#) with Penny Wilson, Getting on Board's CEO.