

The Transform Programme

Kathryn Sullivan,
Getting on Board Associate

Transform
Course Director



Aim of the programme



To support better trustee recruitment outcomes

- Specifically about the diversification of trustee boards
- Through establishing and promoting excellent open recruitment practices which provide the broadest pool of applicants



Why does trustee diversity matter?

Charity Governance Code

“Diversity, in the widest sense, is essential for boards to stay informed and responsive and to navigate the fast-paced and complex changes facing the voluntary sector. Boards whose trustees have different backgrounds and experience are more likely to encourage debate and to make better decisions.”*

*[Charity Governance code](#)



Charity Commission for England & Wales

“...uniformity at board level puts any organisation in any sector at risk of adverse group dynamics, including group-think, an unwillingness to challenge colleagues, and complacency of vision. Charities are not immune to that.”



Why diversify your board?

1. Challenge and difference are at the very heart of effective governance.
2. Research shows that a relevant mix of people on our boards is one of the primary ways of building organisational resilience.
3. As trustees, it is our legal responsibility to do our best by our organisation and a lack of diversity on a board is a risk.
4. Boards should be close to the changing needs of current and potential service users.
5. Why miss out on all of that talent?!
6. Board diversity is essential for credibility.

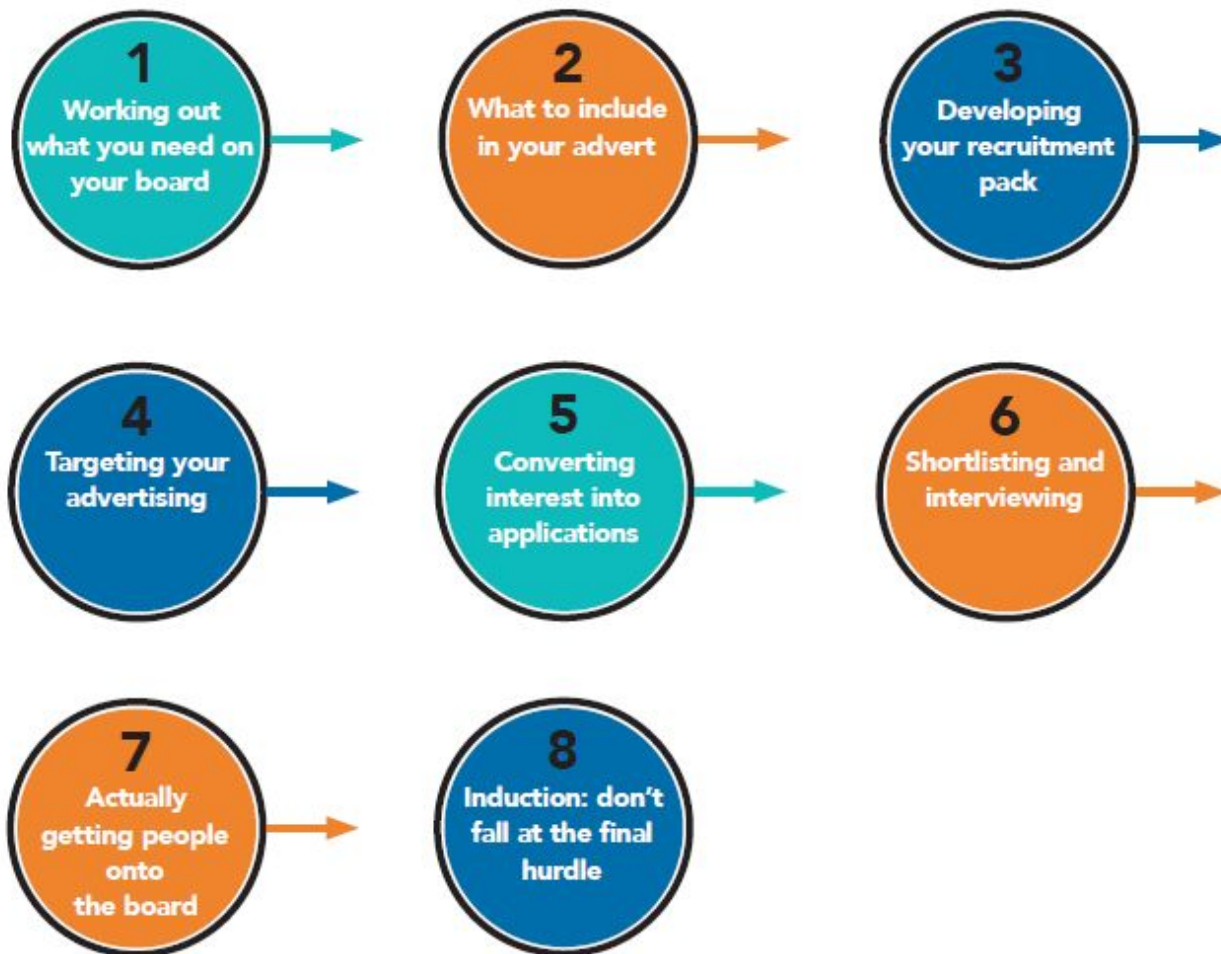
Getting On Board.





The Transform programme

Getting OnBoard.





Transform

1. Six masterclasses for two members of your board or senior staff team, taking you through the implementation of your recruitment campaign.
2. One-to-one support and coaching from Getting on Board throughout the recruitment process.
3. Written feedback on all trustee recruitment materials.
4. Bespoke session 6 for the cohort to delve more deeply into topics of interest/need.
5. Induction support offered through our trustee learning programme.
6. Discounted option to receive a full-board inclusion session with a specialist to ensure your new trustees feel part of the board from the start.
7. Invitation to Lessons Learned session 6 months after the cohort ends.

Process

Sign up

- Receive welcome email with full information
- Receive intro recording for sharing across your board

6 Masterclasses

- 2 people from your organisation attend the six cohort sessions, mapped onto the recruitment cycle
- Guest speakers to add depth to your perspectives

1:1 Support

- Written feedback on all recruitment materials
- 2 x 45 min zoom sessions to cover topics of your choice in more depth

Follow up

- Evaluation process to support our learning
- Invitation to attend lessons learned session after 6 months
- Stay in touch!