



**Talent development  
through charity  
trusteeship**

**Develop your people's leadership by  
helping charities develop theirs.**





# Your employees

Your employees' professional development is central to your company performance.

Without a robust leadership training programme, developing your high potentials, identifying retention risks, and filling skills gaps can all fall by the wayside.

 **Getting  
OnBoard.**

# Leadership training challenges

## Conversion

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Many organisations struggle to convert leadership training into application.

## Change

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Participants often feel not much changes as a result of the training, even though it has been inspiring at the time.

## Engagement

This failure to give aspiring leaders opportunities to exercise their new skills, can lead to poor engagement, lack of motivation and ultimately staff churn.



# We can help

Guiding your employees to become a charity trustee is a proven alternative to developing your talent pool with conventional leadership training.

It is a cost effective strategy that offers learning by doing with measurable results that benefits your organisation, your employees and society at large.

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# What is a trustee?

In a nutshell, charity trustees are the group of people with overall responsibility for a charity. It is a volunteer role.

They are often called the board or governing body. They make key decisions about the direction the charity will take and how its purposes will be carried out.

They're the most senior leaders in the charity sector.



# Anyone can be a trustee



But too few realise this to be true.

Leading a charity is not just the preserve of the great and good - people well-established in their careers.

In fact, charities thrive best when they have a diversity of skills, knowledge, age and experience on their board.



# Missing out

The reality is that often some of the most capable people within society, people like your employees, don't seek out trusteeship.

This may be because they don't know about it, or because they feel they are ill-equipped to perform or think that their skills, knowledge and experience aren't relevant to the role.



# We're changing the face of trusteeship

Our work with managers, executives, administrators and workers just like your employees – helps them become committed and confident charity board leaders.

Leading a charity helps equip your people with the skills and mindsets needed to tackle today's leadership issues and translate that into action within your organisation.

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# How you can work with us



## Step 1

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**Informing your employees  
about trusteeship**



## Step 2

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**Supporting them to  
become trustees**



## Step 3

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**Giving them time to carry  
out trustee responsibilities**



# The transferable skills and benefits of trusteeship

**01**

## Professional

- Relationship building
- Agility and adaptability
- Innovation and creativity
- Organisational governance
- Decision-making
- Conflict management
- Negotiation

**02**

## Personal

- Better self- confidence
- Critical thinking
- Great well-being
- Improved life-work balance

**03**

## Organisational

- Better employee retention
- Better employee satisfaction
- Employee motivation
- Giving back to society
- Brand recognition

# Our partnership offer



## Tailored for you

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- Two online lunch and learn sessions about trusteeship attuned to meet your organisation's objectives
- Regular one-to-one advice sessions discussing how trusteeships can support talent development within your organisation



## Working together

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- A year-long plan to support and embed leadership development
- Support tracking impact
- Regular facilitated cross-sector round tables with our other employer partners on trusteeship



## Costs

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- Costs for a 12 month partnership are available on request
- Includes 20% discount on our Charity Board Leadership Programme, Board Match and other offerings



# Our team

Our people comprise some of the country's leading voices in trustee recruitment, governance, equity, diversity and inclusion



## **PENNY WILSON**

Chief Executive

Penny is a high profile figure in the charity sector and is passionate about the role of employers in helping to raise the profile of trusteeship. She has helped numerous charities to develop their boards and is a leading advocate in making trusteeship more accessible.



## **NIGEL KIPPAX**

Partnership Director

Nigel worked in senior operational and consulting roles in the corporate sector before moving to the charity sector. He believes strongly that leaders in charity and corporate organisations have much to learn from each other.



## **ANJ HANDA**

Programme Director

Anj has two decades experience of board participation, including three years as the Chair of an Arts Council England National Portfolio Organisation, Freedom Studios. She leads the Charity Board Leadership Programme where she has guided scores of candidates into their first trustee roles.

# We're proud to work with these organisations

ALLEN & OVERY



Historic England



ROYAL  
STATISTICAL  
SOCIETY

DATA | EVIDENCE | DECISIONS

M  
&G

 ecclesiastical

KING'S  
*College*  
LONDON

ARTS COUNCIL  
ENGLAND

 Getting  
OnBoard.



# Contact Us

To hear more about how we can help your organisation

Getting On Board is a registered charity no: 1112013

## Find out more

[gettingonboard.org](http://gettingonboard.org)

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## Speak to us

07768 723043

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## Arrange a meeting

[nigel@gettingonboard.org](mailto:nigel@gettingonboard.org)