



## Charity Board Leadership Programme: employer sponsored places

Several of our **Charity Board Leadership Programme** graduates have been successful in asking their employers to fund their place. This means that employees benefit from training, at no cost to themselves while the programme can help your employer to fulfil their CSR programme.

If your employer doesn't have a funding programme in place, your first step should be to approach your HR department or line manager with a proposal. This should serve as evidence of why sponsoring your place on the **Charity Board Leadership Programme** would be desirable to them.

Try to answer the following questions:

- What unique skills or attributes can you bring to trusteeship? This can be experience, learned or lived, that you think will be useful to a charity
- What steps have you taken to prepare for the opportunity? Perhaps you have done some research into the sort of charity you would like to volunteer with. And how will you fit the timing and a trustee position around your work?
- What are your future goals? How do they align with those of your employer? This could include how the experience of being a trustee might prepare you for advancement or promotion within your company, for example. Or how the experience of being a trustee might enable you to learn the skills to take on extra responsibilities.

This last question is particularly important, as it gives you the chance to demonstrate your commitment to your employer. If you can show that you see a future with them, they'll be more likely to sponsor you.

Here is a list of benefits to your company that were identified by [CIPD](#), the professional body for experts in people at work, as part of their [Volunteer to Learn](#) report and by us at Getting on Board. **Feel free to cut and paste this into your email to your employer.**

Helping employees in learning based volunteering can:

- Give something back to the community  
Supporting employees in volunteering can improve their mental health and wellbeing, build employee engagement as well as helping them make a valuable contribution to society and the community.

At Getting on Board you will learn about trusteeship through the prism of diversity and inclusion. Being a part of the movement to change the face of trusteeship and uphold the values of diversity, inclusion and equity is a very meaningful way to give back to the community - whatever charity you eventually gain a position in. By sharing and receiving professional skills.

- Enhance employee development  
Community action can be a powerful tool for personal development which in turn builds professional development. Getting on Board's own research suggests that 96% of trustees learned new skills by being a trustee while 38% had new leadership aspirations as a result. Trusteeship is unique in that employees bring their existing skills to the table, while being exposed to a wide range of skills needed to oversee a charity: strategy and business planning, governance, HR, finance, marketing, fundraising, evaluation, property law and so on. Many of the learned skills necessary to be a good trustee (which are taught on the **Charity Board Leadership Programme**) are transferable to senior management and c-suite positions. CIPD found that volunteers also gain the opportunity to develop key soft skills in areas such as coaching, leadership and organisational abilities. Further benefits have been found to include:

- Improved communication
- Increased confidence
- Team working
- Creativity
- Resilience
- Gaining an overall sense of fulfilment

Getting on Board is happy to support you in asking your employer for help.

We are a specialist charity: we train 1,000 aspiring trustees each year, and work with employers including Allen & Overy, King's College London and Accenture. Trusteeship is open to all people regardless of their level of professional seniority or their role.

Please feel free to include our details [info@gettingonboard.org](mailto:info@gettingonboard.org) in your email to your HR department / line manager and we can talk to them about the benefits!