Attractive Board Members

Silvija Seres Polyteknisk Forening 14 November 2013

Attractive Board Members?





Not any more



International
Diversified
Dynamic, challenging, constructive, active and relevant

Nomination Committee Processes



Major steps in a yearly cycle:

- 1. Review of company's strategic needs
- 2. Board evaluation
- 3. Individual interviews with all directors
- 4. Candidate profile specification
- 5. Headhunter selection
- 6. Candidate lists reviews and filtering
- 7. Short-list interviews
- 8. Anchoring and checks
- 9. Candidate proposal to the GA
- 10. Process review and next year's plans



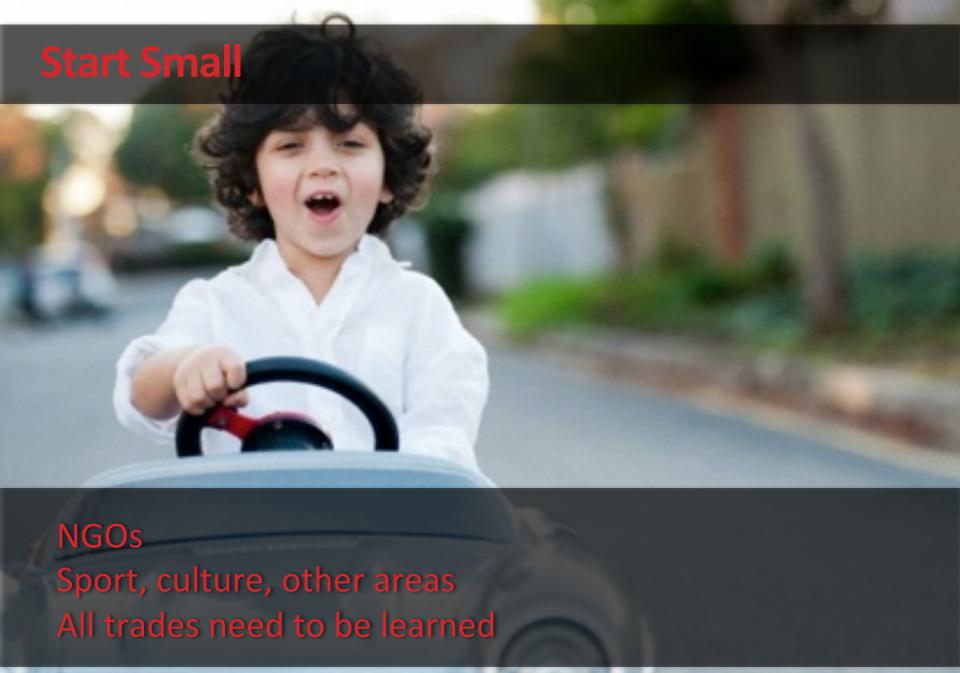


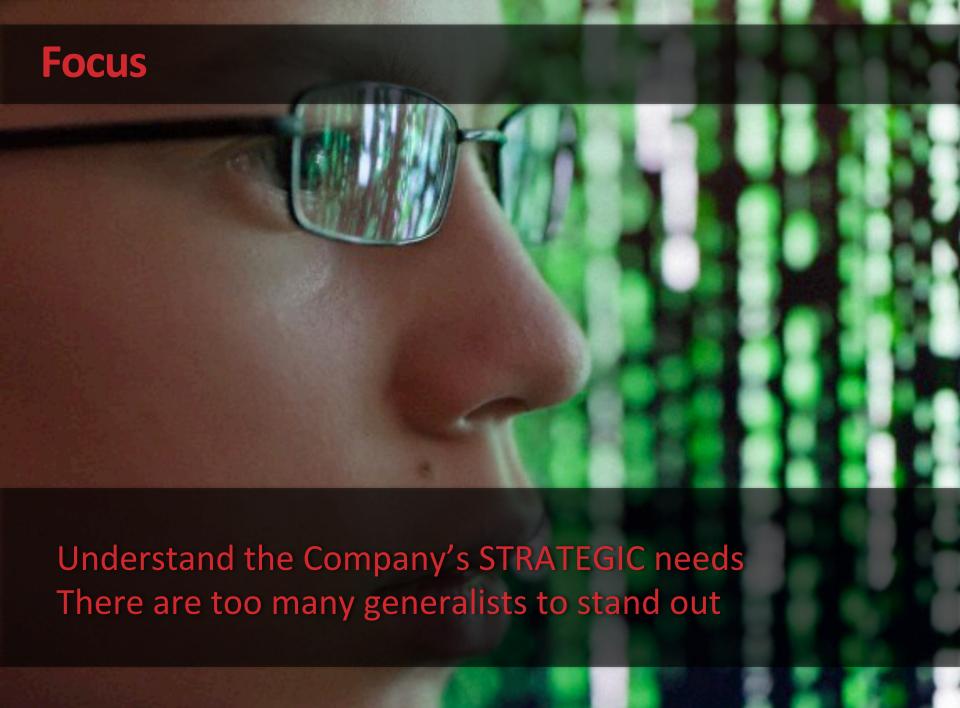
Among Giants



What is your niche? What is your focus?







Sort out your Motivation



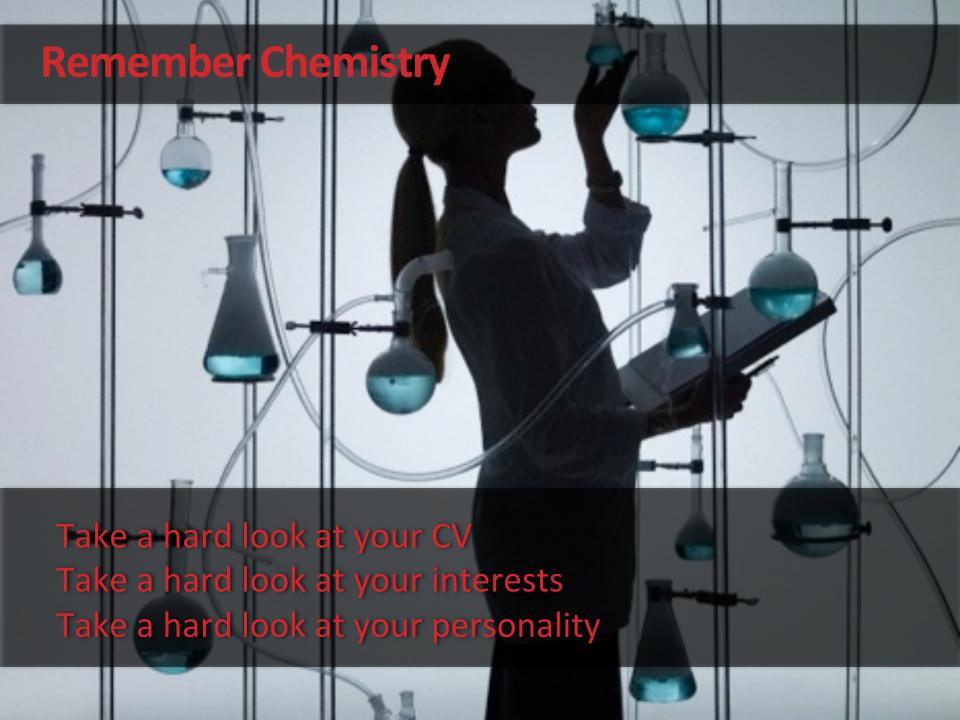
Why do they need you?
Why do you want to be there?
You are not there to learn!













The Road To Success



what people think



what it really looks like

Top 10 Do-NOT's

- 1. Don't confuse the road with the goals
- 2. Don't wait for certainty and absence of risk
- 3. Don't hold your horses
- 4. Don't forget your mentors and partners
- 5. Don't blend in
- 6. Don't compromise
- 7. Don't loose your flexibility
- 8. Don't forget your driving forces
- 9. Don't forget your work-life balance
- 10. Don't forget to have fun



A few words about me

IT studies: BSc and MSc in Informatics, University of Oslo

Academic research: PhD in Maths, Oxford University, Fellow Magdalen College

Teaching: Prof in Saudi Arabia, Advisor in China

Software Development: DEC SRC in Silicon Valley, Alta Vista

Business studies: MBA at INSEAD

Management: Fast Search 6 Transfer, Microsoft

Board Work: Statkraft, Norsk Tipping, Aschehoug, Making Waves, Norman,...



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Practical advice



Head hunters

Networking

Individual meetings