

Attractive Board Members

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Female Future
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Attractive Board Members?



Obvious advantages
Remember the cost side

Traditional Board Members

Male
Pale
Stale



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

Good Board



Competence
Experience
Team Dynamics

Strategic Puzzle

A person with curly hair is shown from the chest up, wearing a light blue sweater, focused on assembling a colorful jigsaw puzzle. The puzzle pieces are scattered on a dark surface, and the person's hands are visible as they fit a piece into place.

Several dimensions
Strong competition
Diversity

Among Giants



What is your niche?
What is your focus?



Always Deliver

Journey vs. Goal
Object vs. Gain
Be good where you are!

A young child with dark, curly hair is driving a light blue toy car on a paved street. The child is wearing a white long-sleeved shirt and has their mouth open in a joyful expression. Their hands are on a black steering wheel with a red center. The background is a blurred residential street with trees and houses, suggesting a sunny day. The image is used as a background for a presentation slide.

Start Small

NGOs

Sport, culture, other areas

All trades need to be learned

Focus

A close-up profile of a person wearing glasses, looking at a screen displaying green binary code (Matrix-style). The person's face is in the foreground, and the background is a blurred green digital pattern.

Understand the Company's STRATEGIC needs
There are too many generalists to stand out

Sort out your Motivation



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

Find Mentors



Lessons, not favors

Listen

Keep in touch, respect your professional network

Be Seen

Show ambition on behalf of the company
Think relevant PR

Be Consistent



Speed is no replacement for direction

The background is a blue-tinted digital collage. It features a globe showing the Americas, binary code (0s and 1s) floating in the air, and several thick, metallic-looking lines that converge from the bottom towards the top right corner, creating a sense of depth and forward motion.

Keep Up

Follow and anticipate new trends
All creativity is combinatorial

Remember Chemistry

A silhouette of a person in a lab coat, holding a flask and a notebook, stands in a laboratory setting. The background is filled with various pieces of laboratory glassware, including flasks and beakers, some containing blue liquid. The scene is dimly lit, with the person and the glassware highlighted against a lighter background.

Take a hard look at your CV
Take a hard look at your interests
Take a hard look at your personality

Be Patient

All good things take time



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



Practical advice



Head hunters

Networking

Individual meetings