

## Being an Effective Non-Executive Director

Non-Executive Directors play an important role in adding values and expertise to public organisation as well as scrutinising the work of the Executives. They must be independent in character and judgement and there are no relationships or circumstances that are likely to affect their judgement in this respect. In reality, the practical application of the skills required of a Non-Executive Director is often challenging. A common example is that Non-Executive Directors adopt the same mind set as the Executive Directors.

This programme is designed to examine the difficulties faced by Non-Executive Directors and how certain skills can be developed to enable them to becoming effective in their role.

This half day programme is designed for newly appointed non-executive board members or any non- executive directors who wish to further develop their skills

### **Aim**

To provide participants with a clear understanding of:

How Effective Non-Executive Directors can contribute their knowledge and experience to deliver greater efficiency and achieving the organisation's strategic objectives.

## Methodology

The training approach to be used, which governs the design and delivery of the training is based on the following principles:

- To actively involve the participants throughout the training
- To enable participants to share their thoughts and enquiries
- The training is designed based on the needs and expectations of the participants that are reflected in the pre-training questionnaire

## Workshop methods and tools

In order to achieve the objectives of the training, the following tools and methods will be utilised:

- **Presentations:** presentations will be used in order to provide the background of each subject and create discussion and questions.
- **Discussions:** throughout the training, participants will be encouraged to contribute to discussions and share their experiences and thoughts with the rest of the group. The discussions will be facilitated and coordinated by the facilitator in order to maintain the focus in the key areas of interest
- **Case studies:** case studies will be used so as to facilitate and trigger discussion, as well as allow external benchmarking so as to achieve competitiveness
- **Group work:** group work will be used in order to facilitate practical understanding of the issues and in order to enhance team working, team building and cooperation amongst participants

## **Sample programme**

### **10.00 Welcome and Introductions**

- Aims and learning objectives of the day. Participants' aims and experience.

**What is an NED? Why would I want to be one?**

**Characteristics of good NEDs**

**The Nolan Principles**

Break

**Due diligence required in advance**

**Induction at the start of the role and continued learning**

**Good and bad behaviours of an NED**

**Some personal experiences – two successes and two failures**

**Group discussion**

**13.00 Close**