



DIVERSITY
ON **B** O A R D

EMERGING BOARD LEADERS FELLOWSHIP PROGRAM OVERVIEW

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PROGRAM OVERVIEW

Diversity On Board is proud to host the *Emerging Board Leaders Fellowship (EBL)* board accelerator, powered by HSBC. The Fellowship is designed to accelerate high-potential, exceptional, Arab and North African women and men, on their path to the boardroom.

Fellows will gain the necessary fiduciary, risk and governance skills, support, and mentorship to qualify as competitive and effective board directors, as well as the exposure and access to networks for board placement. With the current global humanitarian and economic crisis, additional dimensions to the responsiveness of leadership and upper management will be integrated into the program.

Consequently, the fellowship will heavily emphasize climate risks, and systemic environment, social and governance (ESG) issues. Fellows are expected to make a commitment to ESG in their current work and future directorship roles. The program will also incorporate emerging and exponential technologies critical to our changing world within the context of Industry 4.0 and Web 3.0.

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BOARDROOM CATALYST

The Emerging Board Leaders Fellowship is designed to amplify the skills and accelerate the progress of candidates who are almost board-ready and need one final catalyst. We believe that by supporting these socially and environmentally conscious leaders with the skills for effective directorship, they will be in positions to advance the diversity, equity and inclusion agenda within the organizations and communities they serve. We also believe in gender equity and align with the 30% Club in designing a fellowship that is gender-inclusive rather than focused on one gender only.

For candidates who don't fit the Eligibility Criteria, we will be providing resources in our freely accessible 'Pathway to the Boardroom' learning library available on our website.



WHAT TO EXPECT

APPLY

12 Jan 2024- 16 Feb 2024

Applicants have 5 weeks to apply.

SHORTLISTING AND EVALUATION

17 Feb 2024- 22 March 2024

Semi-finalists are invited to submit their applications.

Therefore, we recommend contacting your references early.

INTERVIEW

23 Mar 2024- 5 April 2024

Candidates will be subject to reference and background checks.

KICK-OFF

April 16th 2024

Fellows become part of a network that continues to support them in board placement.

Fellowship Application Opens

We value collaborative candidates, therefore, you are encouraged to share this opportunity with your exceptional peers.

Additional Information Requested

Short-listed candidates will be invited to provide further information, including references.

Semi-Finalist Virtual Interviews

Semi-finalists will be invited to a 30-minute virtual interview and screening process.

Fellows Announced

The 3rd cohort of Emerging Board Leaders begin their 3-month professional modules program.

ELIGIBILITY CRITERIA

- Of Arab or North African origin, both women and men (holding any nationality, including that of non-Arab countries).
- Between the ages of 28-45 years during 2024.
- Able to commit for the duration of the program.
- C-Level experience, or a founder of a small/medium organization, or senior official at a small/medium non-corporate institution e.g. government and nonprofit.
- At least 10 years of recognized achievements, leadership, and outstanding professional work experience.
- Experience and skills in Financial Literacy, Corporate Law, Human Resources, Audit/Risk; or in critical areas related to our changing world e.g. Cyber Security, Big Data, AI, ESG, etc.
- Highly strategic, critical thinker demonstrating future foresight.
- Proven ability to lead and influence.
- Excellent interpersonal, and communication skills. High levels of emotional intelligence.
- Demonstrates a personal commitment to serve/impact society and the environment. Participates in the advancement of diversity, equity and inclusion.
- Desire for personal and career growth throughout and beyond the duration of the program.

** Applicants with board experience in a listed company are NOT eligible to apply. However, those with or without experience serving on non-listed companies, government, nonprofit, social enterprise, scientific and other boards are encouraged to apply.*

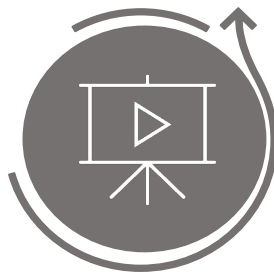
PROGRAM

The board accelerator will consist of 4 virtual program modules, which will be delivered over 12 non-consecutive days over the course of 3 months. Fellows will also be matched with a mentor. The mentoring relationship may extend beyond the 4-month period, should both parties wish to continue. The program will also actively support fellows in board placement for up to 12-months post-fellowship.



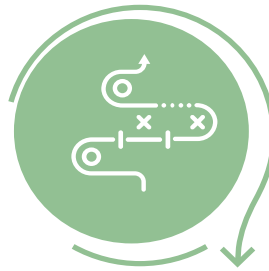
PAIRING UP

A mentor will be assigned to each fellow. The mentor will be available throughout the program to provide board-related guidance and advice.



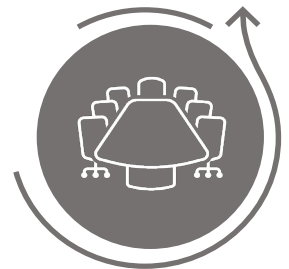
PROFESSIONAL MODULES

Fellows will go through virtual program modules, which will be delivered over 12 non-consecutive days over 3 months.



CONTINUOUS FOLLOW-UP

Fellows will be continuously mentored, supported, and progress reported.



ONBOARDING

Fellows will be supported in board placement for up to 12 months post-program.

PROFESSIONAL MODULES

FOUNDATIONS OF CORP. GOVERNANCE

- Corporate governance and systems fundamentals
- Board structures and dynamics
- Directors' duties and liabilities
- Types of due diligence
- Fiduciary responsibilities
- ESG on Boards
- Compliance, risk and regulatory frameworks
- Boardroom ethics

PREPARING FOR A BOARD ROLE

- Defining your board strategy
- Articulating your board value proposition
- Board biography and CV clinic
- Preparing for the board interview
- Board simulations

PROFILE BUILDING

- Media, speaking engagements and other profile and “expert” positioning
- Using your LinkedIn profile to secure roles
- Networking your way to the boardroom
- Applying to/finding board positions
- Finding your first board role

BOARD INTELLIGENCE

- The art of negotiation and persuasion
- Conflict transformation and reaching consensus
- Sustainable development and ESG
- Exponential technologies and future thinking
- Peer learning: as experts in various fields, fellows will lead sessions for their peers, on relevant topics

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VIRTUAL SESSION DATES

Module 1

Apr 16, 2024: 10:00 am - 5:00 pm

Apr 17, 2024: 10:00 am - 5:00 pm

Apr 18, 2024: 10:00 am - 5:00 pm

Module 2

Apr 23, 2024: 3:00 pm - 7:00 pm

Module 3

Apr 30, 2024: 3:00 pm - 7:00 pm

Module 4

May 6, 2024: 3:00 pm - 7:00 pm

Module 5

May 13, 2024: 3:00 pm - 7:00 pm

Module 6

May 20, 2024: 3:00 pm - 7:00 pm

Module 7

May 27, 2024: 3:00 pm - 7:00 pm

Module 8

Jun 4, 2024: 10:00 am - 5:00 pm

Jun 5, 2024: 10:00 am - 5:00 pm

Jun 6, 2024: 10:00 am - 5:00 pm

GMT+3. Times subject to change

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