

NED CONFERENCE 1 May 2014

Tips from the audience

- None of audience interviewed by the regulator when first took up appointment, (one attendee interviewed at a later point on a subsequent appointment)

Recruitment tips

- Developed an advert that was very personalised to organisation, including principles and values
- Always decide what you want before you decide who you want

More effective recruitment

- Board apprentice pilot to develop future diversity, so there were people from underrepresented groups ready for future recruitment
- If not careful, keep fishing in the same pool, is including those who may not have been NED before who could be trained

Induction

- For a new NED chairman, shared insights into qualities of the Board
- Pre appointment induction day to meet personnel and to understand business and its ethos
- Use of ICOSA template to develop induction programme. Key to this is staging programme to make induction manageable

Role of the NED

- balanced approach



