

Board Challenge

Appraisal for future Board members



Our mission

We support you as a Senior Executive if you consider to assume Board roles in your reflection about your transferable interpersonal and technical skills you can offer to a Board. In addition, you gain insights on the type and culture of Boards that meet your skills, expectations and values.

Your Benefits

- Insights about your transferable interpersonal and technical skills with regard to a future Board role
- Comprehensive feedback about the optimal cultural fit with a Board
- Preparation of your "Board Pitch" that will boost the nomination process as a new member of a Board
- Linking you to networks of professionals on Board level, access to information about Board issues and exclusive events that can accelerate your Board career
- You benefit from our longstanding experience on Board level interaction and evaluation

Characteristics

- A half-day programme that includes multiple senior assessors from xcg
- A multitool approach of self-reflection, presentation, interviews, simulations
- Based on key skills that future boards require:



Leadership



Relationship
Management



Collaboration



Strategy &
Transformation



Self-Management



Technical Skills
& Experience

Process

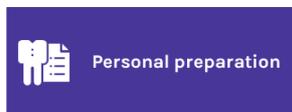
Briefing

- Briefing session between you and xcg assessor about your requirements and expectations as well as to provide more information on the Board Challenge itself



Realisation

- The Board Challenge consists of the following elements:



Personal preparation

You will be asked to

- start your reflection about your "Board Pitch" prior to the appraisal along a set of guiding questions
- complete a structured self-assessment
- complete a selection of management diagnostics regarding professional behaviours (online personality questionnaire)



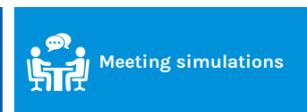
Interview "Skill Transfer"

To understand your personal & professional background as well as motivators to become a Board member, transferable interpersonal skills and technical skills will be covered



Presentation "Board Pitch"

You present your "Board pitch", focusing on your aspirations to become a Director and your contribution to a Board based on your individual's skills, expectations and values. This will be the basis for further discussions and fine-tuning of your pitch



Meeting simulations

The meeting simulations reflect various realistic challenges and board issues, e.g. alignment with other board members, challenging collaboration with C-level members, such as CEO.



Evaluation & feedback

- Personal written report on your transferable skills and concise recommendations as a basis for your personal and professional development towards a Board role
- Personal feedback session with xcg to discuss the report and concrete next steps in acquiring a Board position