SID
SINGAPORE
INSTITUTE OF
DIRECTORS

BOARD READINESS PROGRAMME 2024–2025

ABOUT BOARD READINESS PROGRAMME

The SID Board Readiness Programme (SID BRP) is designed to prepare senior executives and professionals for board directorship positions.

The one-year programme takes attendees through a comprehensive development journey, which includes self-assessment, professional training, board simulation exercises, mentorship, professional networking and accreditation.

Delivered by SID and its pre-eminent knowledge partners from across the governance ecosystem, the holistic programme seeks to raise awareness of the risks and opportunities confronting board directors, and focuses on equipping the attendees with the essential knowledge and skills required of board directors.

Now in its second edition, the SID BRP will be conducted concurrently with the SID WIT BRP to allow for peer-learning across diverse backgrounds.

PROGRAMME OBJECTIVES AND OUTCOMES

Attendees can expect to achieve the following:
- Acquire knowledge and skills for board directors to perform their role effectively.
- Develop board director competencies through the application of knowledge gained.
- Attain board readiness certification, leading to board apprenticeship opportunities.
- Achieve SID Accredited Director credential upon passing exam.

WHO SHOULD ATTEND

The programme is designed for C-suite executives, or those with equivalent senior leadership experience, and who are keen to serve on boards.

WHY YOU SHOULD JOIN

- Progress to the next level in your professional journey.
- Widen your professional network and gain access to an apex leadership community.
- Gain insights into how boards function and make decisions to expand your worldview.
- Acquire new knowledge and skills to add value to your existing work.
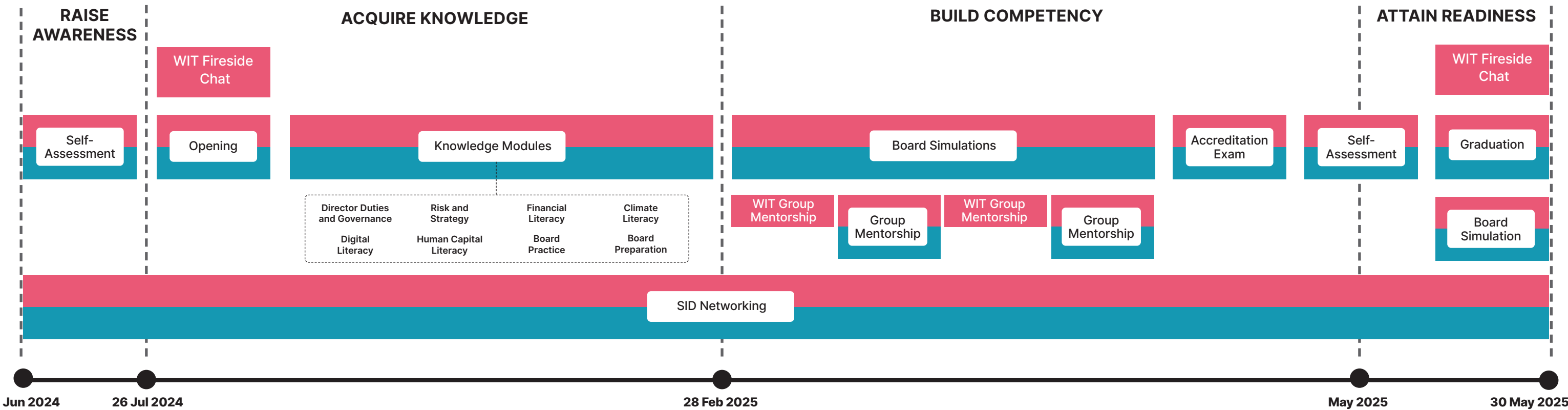
PRE-REQUISITES

- More than 10 years of management experience.
- Demonstrated functional, business unit, geographical or enterprise leadership experience.

SELECTION PROCESS

SID will review all applications. Shortlisted candidates will be selected for an interview in person or via virtual conference. Successful candidates will be invited to participate in the programme.

TIMELINE

- Applications open: 1 March 2024
- Applications close: 10 May 2024
- Selection results: 7 June 2024
- Acceptance by: 19 June 2024
- Payment due date: 26 June 2024
- Programme start date: 26 July 2024
- Programme end date: 30 May 2025

RAISE AWARENESS — **ACQUIRE KNOWLEDGE** — **BUILD COMPETENCY** — **ATTAIN READINESS**

Self-Assessment

WIT Fireside Chat

Opening

Knowledge Modules
- Director Duties and Governance
- Risk and Strategy
- Financial Literacy
- Climate Literacy
- Digital Literacy
- Human Capital Literacy
- Board Practice
- Board Preparation

Board Simulations

WIT Group Mentorship

Group Mentorship

WIT Group Mentorship

Group Mentorship

Accreditation Exam

Self-Assessment

WIT Fireside Chat

Graduation

Board Simulation

SID Networking

Timeline: Jun 2024 — 26 Jul 2024 — 28 Feb 2025 — May 2025 — 30 May 2025

Legend:
- SID-SCS WIT BRP
- SID BRP

- For the Board Readiness Programme 2nd intake, there will be two participants groups (1) SID-SCS WIT Track and (2) SID BRP track.
- Participants of both tracks will jointly attend the knowledge modules, board simulations, 2 x group mentorship sessions, and graduation.
- The SID-SCS WIT group will have 4 additional sessions that is exclusive only to WIT: 2 x fireside chat sessions, 2 group mentorship sessions.

CURRICULUM

Themes	Modules	What attendees will learn
Director Duties and Governance	Introduction to Governance	• What is Governance? • The Code of Corporate Governance. • The Companies Act, the Code of Governance for Charities and IPCs, etc.
	Board Structure and Process	• Board composition and structure. • The roles and responsibilities of directors.
	Director Duties	• The fiduciary and statutory duties of board directors. • Liabilities for breaching duties imposed on board directors and what to do if they are in breach of duties.
Risk and Strategy	Strategy	• Strategy models and formulation. • The board role vs management role in strategy development and execution.
	Risk Management	• Risk governance and the role of the board in risk management. • Balancing risks and opportunities. • Effective risk management and internal control systems. • Cyber and technology risk management.
Financial Literacy	Director Financial Reporting	• Accounting standards and financial reporting requirements. • Directors' duties in preparing true and fair financial statements and implementing internal controls. • Key ares of focus when reviewing financial statements.
Climate Literacy	Governance and Sustainability	• Impact and implications of ESG developments on businesses. • Expectations of stakeholders on the board's involvement in sustainability. • Role of board directors in sustainability. • Climate-related risks and opportunities, and how companies can drive value creation through ESG. • How boards can address climate change as a business issue.
Digital Literacy	Digital Transformation and Threats	• Digital transformation trends and landscape. • Business transformation frameworks and best practices. • The board's role and responsibilities in reviewing, setting and executing a digital strategy.
Human Capital Literacy	Human Capital Governance	• Impact and implications of human capital-related issues on businesses. • Expectations of stakeholders on the board's involvement in human capital issues. • Role of the board and directors in the oversight of human capital-related issues and risks.
Board Practice	Board Dynamics	• Appreciate the importance of healthy board dynamics for an effective board. • Analyse the culture, interactions and behaviours that impact board and director effectiveness. • The balance between board support and control of management to optimise company performance.
Board Preparation	Board-ready Curriculum Vitae	• Tips on how to write and position a board-ready curriculum vitae for board appointment.

INVESTMENT

- $14,770 (inclusive of 9% GST) per attendee (SID member)
- $17,740 (inclusive of 9% GST) per attendee (non-SID member)

*All attendees must be SID members or sign up as a member before the commencement of the programme.

REGISTRATION URL

https://www.sid.org.sg/board-readiness-programme

KNOWLEDGE PARTNERS

ALLEN & GLEDHILL   AON   BCG BOSTON CONSULTING GROUP   Deloitte.

EgonZehnder   EY   ERM   HEIDRICK & STRUGGLES

KEARNEY   KPMG   LEE & LEE   Mercer

ncs   pwc   RAJAH & TANN ASIA   Russell Reynolds ASSOCIATES

wtw   WONG PARTNERSHIP

> " Organisations, including non profit or statutory boards, look to their board to help them navigate the changing environment and steer them towards achieving their long-term goals. In order to participate meaningfully in board conversations, directors need to understand what is required of them, and be equipped with relevant directorship knowledge and skills so they can perform their roles. This course will lay a strong foundation for aspiring directors and pave their way towards effectiveness on a board.

Ramlee Buang, *FSID*
Board of Trustee SUTD

> " It is exciting that aspiring directors get an opportunity like this to build up their knowledge and skillsets in directorship and governance, so they can be in a better position to contribute and apply what they have learnt on charity and nonprofit boards. Now more so than ever, charity and nonprofit board directors face increasing expectations that they act with professionalism so they can protect the hard-earned trust between their organisations and their donors, beneficiaries, regulators, the general public and other stakeholders.

Junie Foo, *FSID*
President, Singapore Council of Women's Organisations

> " While the board of a family-owned entity may have other considerations such as family shareholder dynamics and preserving the legacy, the fundamental duties and responsibilities of its directors are the same as any other board director - to act in the best interests of the company and its stakeholders. The training in this course will provide a valuable foundation for leaders to contribute meaningfully at any board, including those of privately held companies.

Richard Eu, *FSID*
Chairman, Eu Yan Sang International

Being part of the inaugural Women in Tech board readiness programme is definitely one of the best investments for me personally for my continuous learning journey. The world class speakers with insightful content, the energy and intellect of a cohort of amazing diverse ladies and the connections and network we developed from this program are priceless. Great job to SID's dedicated team who made this programme such a remarkable experience for us.

Jasie Fon

The Board Readiness Program helped me to really understand boards and how they operate, whether you work with boards in your day to day, or you aspire to serve on one, the star-studded lineup of course content providers will guide your understanding and help you develop the critical skillsets required to contribute substantially in the boardroom. But more importantly, it's a chance to find your tribe in the cohort of like-minded folks who are active participants in the sessions!

Audrey Ong

Attending the Women in Tech board readiness program has been a transformative journey for me. This curated program not only provided me with valuable insights into the role of a board member and intricacies of board governance, but also provided a unique platform to network with accomplished and inspiring women leaders across various industries.

Geraldine Wong

This was the one-of-a-kind program in which I participated that combines knowledge, insights, and the desire of women who are eager to participate in the change of board diversity for greater corporate performance.

Jennifer Bao

Grateful for the invaluable insights gained through the Board Readiness Programme. The comprehensive curriculum and expert guidance equipped me with skills for effective governance. I wholeheartedly endorse it for aspiring board members.

Maureen Han

SINGAPORE INSTITUTE OF DIRECTORS

The Singapore Institute of Directors (SID) is Singapore's national association for company directors. Formed in 1998, its mission is to uplift the directorship profession and champion good governance. Its membership comprises board directors, company leaders and professionals with an interest in corporate governance. SID provides a comprehensive training curriculum that covers the spectrum of professional developmental needs of directors. SID also curates thought leadership and benchmarking research and indices on corporate governance and directorship issues, and provides a one-stop information resource on governance-related matters. It connects the director community via initiatives such as mentoring and networking, and provides a range of services for boards including board appointments, board listings and board evaluations. For more information, please visit **www.sid.org.sg** and **LinkedIn page**.