



HOLISTIC LEADERS PROGRAMS

CORPORATE PARTNER OFFERINGS
EMPOWERING LEADERSHIP DEVELOPMENT
THROUGH GOVERNANCE CAPACITY BUILDING



**FUTURE
DIRECTORS.**

Zara Bending

FDI Board Ready Program Alumni
and Speaker, NED Jane Goodall
Foundation and 2022 Future
Director of the Year Finalist

HOW DO YOU SUPERCHARGE YOUR LEADERS FOR THE FUTURE?

Tomorrow's leaders will need to have a broad and robust worldview. They will operate for the collective good, be purpose-driven, and culture-positive. Organisations cultivating leaders with these traits will attract quality talent and generate positive outcomes and impacts.

Leading with a Governance Mindset is the critical, missing element to creating the next generation of leaders. Not Governance that is only focussed on risk and compliance, but Governance that stands for future-fit stewardship and more effective decision-making.

Great leaders think and act with the whole organisation and all internal and external stakeholders in mind. While most leadership development programs focus on performance and qualification gaps, future holistic leaders require opportunities to step outside their echo chamber, learn from a broader view, and demonstrate their capacity to add exponential value to their organisations beyond day-to-day operations.

That's where Future Directors Institute comes in.

Our progressive Governance Learning Programs are designed to sharpen the skills needed and prepare for the known and unknown challenges and opportunities ahead.

By developing this mindset early in a career, our goal is to create a generation of leaders who are fit for the future and the world at large.

Our programs build the knowledge and practical skills needed to lead with a Governance Mindset, including the internal and external application of skills, which will create values-aligned, well-rounded, and confident leaders who can adapt to complex environments and facilitate diverse groups with clear direction and sound decision-making.

And, ultimately, become leaders that progress through their organisations with influence, credibility and confidence.

PAUL SMITH.
FDI FOUNDER

WHY LEADERSHIP DEVELOPMENT WITH FDI IS DIFFERENT?

DEVELOPING DIVERSE LEADERS, READY FOR THE CHALLENGES OF TOMORROW, SINCE 2015.

Our mission is to create generations of leaders fit for their future, and the world's.

DEVELOPING FUTURE DIRECTOR

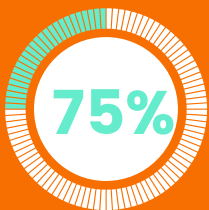
A Future Director is fit for their future and the world's. They are actively shaping a fairer, safer, smarter future for companies and societies. They're eternally curious, listen with two ears and one mouth, and have a healthy dose of imposter syndrome. Above all, they know they cannot be a Future Director without a community of support. That's where the FDI training and community of (un)like peers comes in.

PROGRAMS DESIGNED FOR OPTIMAL LEARNING

- »»» High quality experiential and practical learning
- »»» Relevant, real-world, apply immediately
- »»» A safe space to learn what it takes to be a future director

WE CELEBRATE AND NURTURE

- Inclusive leadership inside and out of the boardroom.
- The courage to say NO to the status quo.
- An 'always-learning' mindset.
- Awareness of the bigger world and an organisation's impact.
- Bringing new thinking and tools to boards and executive teams.
- General innovation and bravery.



of active FDI alumni currently sit on boards



typical time to first board role



Program grads over past 7 yrs



avg rating from Program alumni

LEADING WITH A GOVERNANCE MINDSET

TRAINING PROGRAMS TO EXPAND LEADERS' EXPERIENCE WITH A HOLISTIC VIEW OF THEIR ORGANISATION AND THE WORLD.

WHY EMPOWER LEADERS WITH GOVERNANCE LEADERSHIP ABILITIES?

Seeing the world through a governance POV is more than just the board's role. Every employee plays a role in making ethical and viable decisions that benefit the organisation and its stakeholders. We know this too well when governance goes bad. But when the entire organisation embraces good governance, initiatives can have an exponential impact, pleasing to a board, CEO and L&D department.

EQUIPS LEADERS WITH MEANINGFUL OPPORTUNITIES TO GROW, LEAD & CONTRIBUTE - INTERNALLY AND EXTERNALLY

Employees are more involved than ever in shaping culture, contributing to policy, and solving the complexity of the "Future of Work". Committees have sprung up to formalise these focus areas - Diversity & Inclusion, Culture, Employee Engagement, and Reconciliation, not to mention teams coming together around recruitment, succession planning, growth and all the business-as-usual strategic challenges.

A Governance lens helps leaders:

- See challenges holistically, including reputation & community
- Make better decisions and build consensus
- Align strategies for multiple perspectives and better outcomes
- Take accountability for risks and rewards in leading change

GOVERNANCE SKILLS BUILDING EXPANDS LEADERSHIP CAPACITY

Our corporate programs help expand leadership development and channel dynamic change-makers to contribute more effectively. Governance learning pathways are expansive and horizon-building, linking personal values and leadership needs far into the future.

Leaders with governance abilities are better equipped to:

- Influence and impact within and outside the organisation
- Future-proof themselves for leadership positions
- Create advocacy for the organisation
- Increase productivity & contribute to organisational purpose
- Promote collective high-performance culture

THE "G" IN ESG

RISK
MANAGEMENT

STAKEHOLDER
ENGAGEMENT

NAVIGATING
INTERSECTIONALITY

INFLUENCE &
COLLABORATION

ADAPTIVE DECISION
MAKING

SOCIETAL
CONTRIBUTION

GROUP HIGH
PERFORMANCE

WORKSHOP PROGRAMS

BUILDING CAPACITY

The Future Directors Workshops are designed to support executive teams at all levels

- Governance principles and how to apply them in the employee context
- Building strategies for Committees and Task Force teams for better outcomes & success
- Stakeholder engagement
- Leadership for all stakeholders
- Implementing good governance practices for the whole organisation
- Leadership development and career development for participants

WHO IS THIS FOR

SENIOR EXECUTIVES OR
LEADERS OF TASK FORCES OR
COMMITTEES.

CONTACT HOURS:

- 6 TO 12 MTH SERIES
- OPTIONS FOR 4 TO 6,
90MIN
 - WORKSHOPS
 - MENTORSHIP &
COACHING SESSIONS
 - PEER SESSIONS

PROGRAM OUTCOMES;

- LEADERSHIP DEV
- COMMITTEE EFFECTIVENESS
- ESG CONTRIBUTION

GROUP SIZE:

10-30 PARTICIPANTS.

DELIVERY MODE:

VIRTUAL PREDOMINATELY, WITH
1 TO 2 IN PERSON SESSIONS.

PRICE:

PRICE BASED ON SIZE OF
GROUP: BASE COSTS FOR
WORKSHOPS + GROUP
FACILITATION.

WORKSHOP SELECTION

DEVELOPING A GOVERNANCE MINDSET

Cultivate your Governance Mindset by exploring the frameworks that great boards and leadership teams use to make decisions.

BUILDING YOUR ENTERPRISE GOVERNANCE FRAMEWORK

How to define your policies and procedures that support the strategic goals while balancing the interests of all stakeholders and risk management.

DEVELOPING INTERNAL STRATEGIES - COMMITTEES AND ADVISORY

How to design and align your group's goals and strategies for better contribution and outcomes.

EFFECTIVE DECISION-MAKING IN A DIVERSE GROUP

Powerful group decision-making technique that moves on from consensus building to raise the EQ of group decisions.

INTERSECTIONAL LEADERSHIP

Inclusive cultures outperform all others. Learn to create space for all group members to contribute to discussions and decisions.

DELIBERATE PRACTICE

Deliberate reflection, action planning, and practising the techniques and tools of high-quality decision-making as you lift your gaze from today to the three-year horizon.

A HIGH-PERFORMANCE "CHAIR."

Group facilitation across multiple decision-making styles and personality types, managing relationships, encouraging constructive challenge, and mentoring.

ESG & LEADING SUSTAINABILITY

Understanding the principles of ESG (Environment, Social, Governance) and criteria for measuring the impact. What role do you play in bringing those into your daily and committee/team experiences?

IN THE COMMUNITY BOARD OBSERVING

12-month placement and training program for executives to take their first step into a board environment (advisory, committee or board) to gain first-hand experience through observation of the workings and dynamics on boards.

- Participants are matched with a board within the Future Directors' community
- Live training delivered throughout the year.
- Observing boards processes and reflect on contribution

WHO IS THIS FOR

MIDDLE TO SENIOR EXECUTIVES.

CONTACT HOURS:

- 12 -18 HRS FOR INTERNAL TRAINING SESSION P.A.
- 2 TO 5 HOURS ON OBSERVING PER MONTH

GROUP SIZE:

10-30 PARTICIPANTS

DELIVERY MODE:

VIRTUAL PREDOMINATELY, BUT SUBJECT TO NEEDS & BUDGET

OUTCOMES:

- LEADERSHIP DEV
- ESG CONTRIBUTION
- COMMUNITY ADVOCACY
- BOARD OPPORTUNITIES

PRICE:

BASED ON SIZE OF GROUP

- RECRUITMENT & MATCHING
- BASE COSTS FOR WORKSHOPS + GROUP FACILITATION
- PROJECT MANAGEMENT

PROGRAM PATHWAY

MONTH 1

APPLICATIONS & BOARD MATCHING

MONTH 2

PROGRAM OPEN & INDUCTION

MONTHS 3 TO 11

BOARDROOM DYNAMICS & CHALLENGING CONVERSATIONS

FINANCIAL & LEGAL RESPONSIBILITIES

COMPLEX DECISION-MAKING

COACHING & MENTORING SESSION

OBSERVER TO NED

MONTH 12

REFLECTION AND STAYING CONNECTED VIA FDI'S ALUMNI GROUP

BOARD MEETINGS



WORKSHOP TRAINING

BOARD READY LEADERS

Masterclass training programs for high-potential leaders looking to shape and apply their skills in a boardroom setting – securing their first board role or stepping up from their current role into another or stepping into more senior positions. It's a short, high-octane course over three enriching weeks to provide the skills to cut through the recruitment processes articulate a clear Board Value Proposition and builds boardroom craft skills to support you in your goals for the boardroom.

WHO IS THIS FOR

LEADERS ASPIRING TO SECURE A BOARD ROLE OR ADVANCE THEIR BOARD PROSPECTS.

CONTACT HOURS:

- 12 HRS OVER 3 WEEKS

GROUP SIZE:

- PRIVATE GROUP 5+ PARTICIPANTS
- ACCESS TO PUBLIC PROGRAMS – GROUP PRICE FOR 3+

DELIVERY MODE:

PRIVATE – IN PERSON OR VIRTUAL OPTIONS
PUBLIC – VIRTUAL

OUTCOMES:

- BUILDING YOUR BOARD CRAFT – KNOWLEDGE & TECHNIQUES OF THE BOARDROOM A
- BOARD CAREER CV & ACTION PLAN
- HOW TO FIND & SECURE YOUR IDEAL BOARD ROLE

PRICE:

AVG PRICE OF PUBLIC PROGRAMS IS \$1950 PER PERSON. DISCOUNT APPLIED BASED GROUP SIZE.

BOARD READY PROGRAM [FOUNDATIONS]

Our boardroom foundations course for leaders who want to take their first step into a board role. It's our flagship program for aspiring board directors. The FDI team and leading board experts take you into the modern boardroom. Its challenges. Its responsibilities. The language it speaks. The skills it needs. How you can change it. And how to get in there. The focus is on helping you secure your very first board role. Not just any old role but one that best matches your value and your values.

BOARD CAREER ACCELERATOR [ADVANCED]

Our boardroom advancement course for leaders who want to take their board career to the next level with bigger and better roles. Learn from masters to max your director offering for paid board roles, grow your opportunities and weave past the career blockers. The focus is on advanced recruitment and boardroom techniques.

OVERVIEW OF PROGRAMS STRUCTURE

PHASE 1
PREP

BOARDROOM STRENGTHS EXPLORATION

PHASE 2
MASTERCLASSES

HIGH
PERFORMING
DIRECTORS

BOARDCRAFT

BOARD VALUE
PROPOSITION

PHASE 3
ACTION PLAN

ONGOING PEER SUPPORT

FDI PROGRAMS SUPPORT TEAM



AISLING BLACKMORE - HEAD OF PROGRAMS

Aisling is an experienced non-executive director, most recently serving on the Australian Red Cross board. Her previous roles have included tertiary teaching at UWA, five years in the Commonwealth Public Service, and as an independent consultant within the mental health, youth and disability sectors, serving clients within WA, Australia, and internationally.

Experienced university teacher
Specialist in Disability, Youth and Mental Health strategic initiatives and evaluation
Focus on developing inclusive decision-making spaces for underrepresented people.



PAUL SMITH - CEO & FOUNDER

Paul has been described as a 'board futurist' and a leading global thinker on the future of board governance. He has spoken around the world on the themes of board diversity, inclusive decision-making and the role of 'Future Director'.

- Award-winning author Right Seat Right Table.
- Experienced non-executive director & chair
- Mentor to directors, founders & chairs
- Board effectiveness coach
- International keynote speaker.



NATALIE MUSICO CO-FOUNDER

Natalie is a product, partnerships, marketing and integrated communications specialist, who has led and grown some of Australia's most celebrated creative, content, and media agencies.

She was first introduced to Future Directors via the flagship Board Ready Program, which helped her instantly land an NED position. She joined as Future Directors' Co-Founder in 2022 to help accelerate its mission to equip board leaders with fit for purpose skills needed in the modern boardroom - now and into the future.



**FUTURE
DIRECTORS.**

**BE FIT FOR
YOUR FUTURE.
AND THE
WORLD'S.**