Future Directors

Your first step towards joining a board

iod.com/future-directors
The Institute of Directors has been developing, supporting and nurturing directors and senior leaders for over 100 years.

Our world-class professional development programmes are designed using the IoD’s Director Competency Framework, helping leaders at every stage of their career to enhance the knowledge, skills and mind-set necessary to perform effectively at board level.

About Future Directors

Across three days, you will explore, analyse and develop the key attributes of a director, and gain an insight into what makes an effective and high-performing board.

Designed to help you identify the director competencies you already have, and the ones you need to develop to progress to board level, the programme builds confidence and provides a practical foundation for future learning. It also offers valuable peer-networking opportunities.

This course is offered as an immersive residential or non-residential option. It provides all the support and inspiration necessary to shift your skills and behaviours to successfully make the transition from manager to director. This engaging and highly interactive programme provides the perfect environment in which to take the crucial next steps towards your first director position.

As well as learning support during and after your time on the course, the Future Directors programme also includes a year’s Associate membership with the IoD. This will allow you to take your learning further, and to benefit from exclusive member benefits and discounts over the next twelve months.

The programme at a glance

1 Day one: understanding the director’s role and yourself as a director

After you’ve met the other delegates on your course, the first day introduces you to the key aspects of the director’s role within an organisation.

Using the results of your pre-course diagnostic tool and gap analysis, you’ll explore your existing strengths, preferences and development needs, mapping your personal learning journey by identifying the director competencies you already possess and the ones you need to enhance.

You’ll learn the importance of the core director mind-sets and their significance in the context of a director’s legal responsibilities and gain a clearer understanding of the shift in perspective necessary to progress from manager to director level.

2 Day two: directors and the boardroom

Day two examines boardroom dynamics and the contrasting behaviours that support effective boards and create dysfunctional ones.

With the guidance of your course leader, board-level key principles and best practice will be explored, alongside organisational cultures – from what these commonly comprise to what boards should work towards achieving. You’ll learn how to embody and embed the values of your business, and work collaboratively to tackle issues related to ethical conduct, communication and decision-making.

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3 Day three: driving board performance and delivering results

It’s day three and you’ve been appointed to the newly formed board of an organisation with a troubled history. In the wake of a public scandal, and with strained relationships between some board members, the organisation’s shareholders are keen for you and your fellow directors to urgently review its existing culture, governance framework and ethical policies. Using the experiences and skills you’ve developed so far, you and your fellow directors have been asked to make recommendations for proposed changes that will restore faith in the organisation’s leadership.

Throughout the session you’ll have the opportunity to both advise and observe the board, giving you experience of and a framework for evaluating the performance of your fellow future directors, as well as consolidating your learning and gaining feedback on your own performance as a member of the board.
Learning outcomes

Over the three-day course, you will:

1. Identify the five key competencies that should inform a director’s mind-set and explain their value
2. Define the key roles and responsibilities of a director and the board
3. Use the results of a diagnostic tool to identify your strengths and development needs in the context of the director’s role
4. Define your own personal leadership style and explore ways to develop this
5. Develop a personalised plan for your professional development to gain the key skills necessary to perform effectively at board level
6. Outline the key principles of best practice in board-level governance and strategy
7. Explore the ways directors can influence culture, values and ethics in the boardroom and how these can guide the organisation’s strategic direction
8. Analyse the impact your personal preferences and values are likely to have on your ability to effectively communicate and influence in the boardroom
9. Describe the importance of balancing self-awareness with awareness of others while managing your responses appropriately
10. Explain the importance of maintaining an independent perspective when contributing to the board’s decision-making processes
11. Analyse the dynamics of a board and identify the ways in which these might support or inhibit its strategic decision-making
12. Evaluate the ways directors might seek to positively influence cultural change in order to effectively implement the board’s strategy
13. Recommend a way forward for an organisation, taking into account the directors’ responsibilities and the board’s strategic vision
14. Reflect on your learning journey and commit to a professional development plan aligned with the IoD Director Competency Framework
Next steps

After the Future Directors course, we hope you’ll continue to work towards your goal of sitting on a board.

The IoD is committed to your continued professional development and offers a range of resources to ensure your learning doesn’t end when this course does.

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**IoD Academy**

The IoD Academy hosts courses and qualifications covering everything from your first director role to building your non-executive portfolio. Join our expert course leaders and develop your knowledge, skills and mind-set in encouraging and inspiring company. [iod.com/academy](http://iod.com/academy)

**IoD Digital Academy**

Our online platform and app offer bite-sized CPD content that can be tailored to your specific needs. Accessible anywhere at anytime, the Digital Academy is the perfect tool to refresh the director competencies you’ve learned so far, as well as discovering many more. [iod.com/academy](http://iod.com/academy)

**Open courses**

Learn more about the intricacies and day-to-day responsibilities of specific boardroom roles on one of our training courses, open to IoD members and non-members and held in locations all over the UK and Ireland. [iod.com/training](http://iod.com/training)

**Certificate in Company Direction**

The Certificate in Company Direction is our Level 9 (SCQF) qualification that covers four key areas of directorship: governance, finance, strategy and leadership. Build on your learnings from the Future Directors course and become a qualified – and Chartered – director. [iod.com/certificate](http://iod.com/certificate)

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**What is a Chartered Director?**

The IoD’s flagship qualification nurtures ambitious business leaders from across the world, providing practical learning and assessment across a range of director competencies. After completing the Certificate and Diploma in Company Direction and an interview and portfolio submission, the very best are awarded the Chartered Director designation, and go on to influence IoD and government policy through opinion, support, collaboration and innovation.

Find out more about the qualification and create a roadmap towards becoming a Chartered Director at [iod.com/chartered](http://iod.com/chartered)

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**Upcoming course dates**

**Residential**

4–6 November 2019, Surrey

The course fee of £3,995 includes:

• Three days of intensive learning
• Hotel accommodation
• A drinks reception with a Chartered Director guest speaker
• Food and drink
• A year’s associate membership of the IoD
• Pre-course materials including a diagnostic tool with a full report
• A certificate of attendance and access to the IoD Digital Academy during and after your course

**Non-residential**

21–23 October 2019, London

9–11 December 2019, Cambridge

The course fee of £3,295 includes:

• Three days of intensive learning
• A drinks reception with a Chartered Director guest speaker
• Lunch and refreshments
• A year’s associate membership of the IoD
• Pre-course materials including a diagnostic tool with a full report
• A certificate of attendance and access to the IoD Digital Academy during and after your course

To tailor the Future Directors course for your organisation:

Email tailoredtraining@iod.com

Phone +44 (0)20 7766 8845

Website iod.com/in-company

To book a place on this course, please contact us on:

Email developing@iod.com

Phone +44 (0)20 7766 2601

Website iod.com/future-directors

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[iod.com/future-directors](http://iod.com/future-directors)
Raising the bar
Be part of an innovative learning experience that is setting the standard for directors and business leaders everywhere. The Academy exists to help you become a confident and skilled director with the power to shape your future and drive society forward, whatever your background or industry.

Learn the craft of leadership from experienced business professionals whose talent and ability has been proven in the marketplace, with practical insights that academic study can never match. Your fellow learners are all leaders too, so you’ll grow your network alongside the business world’s top performers.

Whatever stage you’ve reached in your career, you can expand your business knowledge, perfect your skills and develop the mind-set of a true leader with personalised learning — all focused around the Director Competency Framework.

Contact us for a personalised, independent development review for yourself or your board.

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