



# Tailored Director Development



# Director development: delivered

Tailor-made training that fits your organisation. Our customised development courses are led by experienced company directors and leaders who work with you to get to the heart of what your organisation needs for business success.

## What we offer

### Professional Development courses



#### Tailored to you

We can deliver any of our professional development courses directly to your organisation or work with you to create a bespoke course.



#### IoD accreditation

We are the only institute in the world to offer the internationally recognised Chartered Director Qualification, underpinned by our Royal Charter.



#### Expert practitioners

Our expert facilitators and course tutors hold a wealth of experience in an array of board roles across a range of sectors and organisations.

### Executive coaching



#### Your agenda

Working with groups or on a one-to-one basis, our coaches offer advice and guidance relevant to your development aims and goals.



#### Career development

Work with an executive coach to develop your leadership skills and take your career to the next step.



#### Inspiring coaches

We have a team of specialist C-suite coaches with a wealth of practical board and leadership knowledge.

### Consultancy



#### Define your strategy

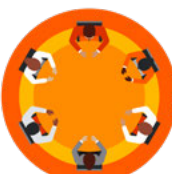
Whether it's facilitating a strategic review meeting or helping to navigate the board through a complex discussion, our skilled subject matter experts can be called upon to assist.



#### Leading consultants

Our expert consultants have a wealth of industry and academic experience in leading organisations through change and developing successful forward thinking business plans.

### Board Evaluation



#### Challenging the board

Addressing the specific issues facing your board maximises the value of the process as a learning experience, and ensures busy schedules are not impacted by lengthy processes or reviews.



#### Best practice

We offer an independent solution to help your board identify its strengths and weaknesses through surveys and assessment, before tailoring a roadmap for improvement.



#### Bespoke approach

We work in collaboration with the chair to identify and agree the specific objectives and appropriate customised approach.







With over a century's worth of experience partnering with international organisations, we have a unique understanding of what makes an effective leader, a high performing board, and a successful business.

**Director learning and development trends**

- Inclusion and diversity
- Agile leadership
- Cultivating culture
- Corporate governance
- Sustainability agenda
- Best board practice
- Succession planning
- Formulating strategy
- Financial acumen
- Technological innovation

**Boardroom challenges**

- Board induction
- Board cycles
- Board evaluation and review
- Leadership development
- Stakeholders
- Shareholders
- Conflict management
- Conflict of interest
- Board composition
- Diversity
- Role of the chair vs CEO
- Director removal
- Board dysfunction
- Board committees
- Crisis management
- Board ethics
- Innovation
- Organisational culture
- Strategic leadership
- Bias and decision making
- Defining leadership
- Strategic analysis
- Strategy and the board
- Assessing financial health
- Financial reporting

# Rising to the challenge

The leadership of every organisation – whether public, private or third-sector – faces a multitude of challenges both within and beyond the boardroom.





# IoD Director Competency Framework

The effective leadership of an organisation demands a set of distinct and wide-ranging capabilities, set out in the IoD Director Competency Framework.

The framework defines the knowledge, skills and mind-set required for directors as a professional group – regardless of sector, industry, role or location – and explores 15 core competencies under these three dimensions.

To find out more about the Director Competency Framework and to assess yourself and your board, download your copy at:

[iod.com/competency-framework](https://iod.com/competency-framework)





# Our approach

We work collaboratively with you to design learning solutions that are relevant, measurable and flexible, using the ADDIE methodology to ensure that you get the best return on your investment.

1

## Analyse

We work with you to outline the key challenges facing your business, with a 360° competency-based assessment to identify knowledge and skill gaps and define objectives for success.

2

## Design

Our experts work with you to determine the optimum structure and format, based on learning outcomes that promote application beyond the training environment.

3

## Develop

Our content development advisors will construct a learning support plan, with tailored content, language and terminology that is relevant and applicable to your sector.

4

## Implement

Your programme will feature an induction, facilitated classroom sessions, case studies and interactive activities that encourage participants to think strategically and drive improvements at an individual, board and organisational level.

5

## Evaluate

Our in-house team are here to support you with regular reviews at every stage of the programme to ensure that your performance improvement is tangible, observable and measurable.

# Global delivery

The IoD delivers on a global scale, with programmes customised to suit the strategic and cultural requirements of boards, regardless of size, sector and goal.

We have delivered courses all over the world, in a number of languages, to provide board solutions and professional development to thousands of global directors.



**For further information:**

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## Better directors for a better world

We're a growing community of directors and leaders with a commitment to professionalism, good governance and inclusion and diversity. Our professional development and insight make the IoD the authority on what today's and tomorrow's directors and leaders need to know. Representing their diverse voices and ambitions, we are also a movement, shaping the agenda and influencing government.



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