PROPER0

INSIGHTS TRUST PARTNERSHIP

Global Women

Governance and Diversity



Our Clients

Working with many of New Zealand and Australia's largest companies gives us an edge and helps us deliver market leading governance services. We have worked with over 70% of New Zealand's 20 most profitable companies (as ranked in the Deloitte Top 200 Index, December 2018), over 50% of New Zealand's largest listed companies (listed members of the NZX50 as of December 2018) and eighteen ASX listed companies (April 2018).

But it's not just about size. We have been privileged to work with many Trans Tasman companies and chairs across listed, private, cooperative, government and family owned businesses many of whom have extensive markets in the USA and China.

The Harvard University Business School have written a case study, taught in their MBA and Executive programmes, on our board evaluation programme. This highlights our market leading approach in this space.





DELOITTE TOP200

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Transpower New Zealand: Evaluating Board Performance

PAUL M. HEALY SARAH L. ABBOTT

In early 2014, Mark Verbiest reflected on the feedback he had received from an independent review of Transpower New Zealand Limited's board of directors, of which he was Chairman. The review had taken four months to complete and provided board members with individualized feedback on their performance, as well as information on two the overall board could become more effective. Verbiest, who had championed the process, had found the feedback he had received heipful, both personally and for setting the future direction of the board. He wondered whether the other directors had found it similarly useful, and how it would affect their future board meetings and discussions.



More active governance

From 'Passive' to 'Thought Partnership'

ESG, Shareholder Activism, Long term value creation

Closer lens on skills matrix and diversifying composition

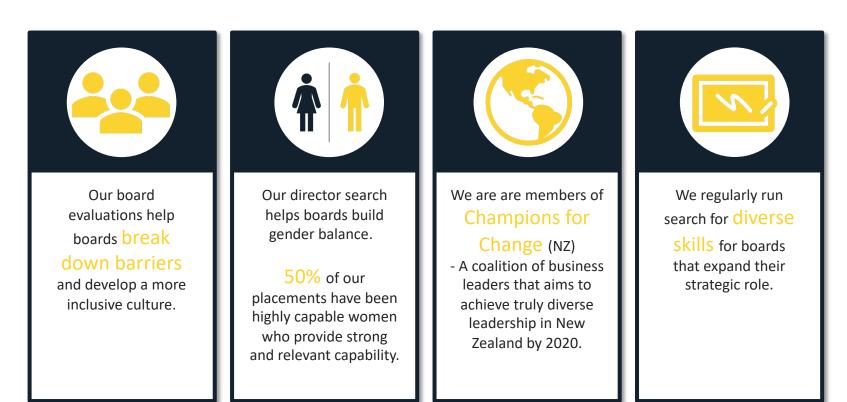
New era skills - the boards perspective is broadening (e.g. digital, future of the customer, marketing, strategic finance, stakeholder connectivity)

"Tone from the Top"

Culture and conduct – more visibility in the business



We are market leaders in board diversity & inclusion





Most impactful actions

- Work on your Governance CV highlight governance skills, quantify roles and include 'known name' references to bridge the gap
- 2. Find alignments:
 - ✓ Sector adjacencies
 - Executive experience matching to entity size and scale (i.e. CEO plus some)
 - ✓ Demonstrate broad commercial thinking
 - Think broadly about governance roles crown, local government, listed, private, SME, non profit, cooperatives
 - ✓ Values / cultural alignment
- 3. Consider future director programme / IoD mentoring
- 4. Leverage networks and events appropriately / don't overplay your hand
- 5. Get your CV into search firms databases (do step 1 first!)
- 6. Sign up to be alerted on advertised roles e.g. appoint better boards, IOD
- 7. Keep going as it can take time be patient for the right roles
- 8. Work hard to do a great job in your first role