

Board and Advisory Board Search and Selection

MDN Consulting understands that Board composition is one of the most important determinants of board effectiveness – so selecting the right board members is crucial to successful board functioning, good governance and long term sustainability of your organisation.

MDN Consulting's Board Recruitment consultants are experienced in the identification and selection of all categories of Board members including Executive, Non-Executive, and Advisory.

When selecting board members we take into consideration the key requirements and issues facing board members in today's corporate climate such as:

- The core business skills, knowledge and personal qualities required by contemporary Boards and their respective members.
- Sensitivities associated with remuneration issues.
- Networks and contacts that certain Board members need to have.
- The evolving complexity of Board agendas with their mixture of traditional and emerging considerations including:
 - Fiduciary and legal obligations as well as financial performance
 - Risk Management
 - Corporate and social responsibility in community, environmental and global health areas
 - Workplace Relations (IR and HR)
 - Workplace Health and Safety
 - Ethics and corporate reputation
 - Strategic focus
- The need to select Directors using independent, thorough and comprehensive interview and selection processes including detailed and documented reference and background checks. The days of simply appointing "your mates" without independent and due process, have long gone!

Our experienced team of Board Recruitment Consultants have a proven track record in successfully filling board positions by using the resources from our extensive network along with our comprehensive search and selection methods.

DIRECTOR RECRUITMENT

➤ WHY?

Board composition (whether Advisory or Statutory Boards), has never been more critical. The global economic scene and the ever increasing importance of Governance, places continually greater focus on the role and effectiveness of Boards and particularly, the independence of Non-Executive Directors. Increasing scrutiny of Boards by regulators, shareholders, stakeholders and the general public, adds additional complexity. Ensuring the right mix of skills, experience and competencies of your Board, is therefore of paramount importance.

➤ WHY MDN?

MDN Consulting has significant expertise and many years' experience in the recruitment of Board Directors/ Chairs (including Independent/Non-Executive Directors). This experience ranges across government, private sector, not-for-profit, charitable, start-ups and union-related organisations. MDN is uniquely positioned to assist you and your organisation in the appropriate search and selection methods and techniques to enable you to identify the best and most skilled Directors to add value to your Board. Our contact network and Director Register is extensive and we are able to source excellent professionals in this arena.

Our Managing Director, Mark Nicol is a Fellow of the Institute of Chartered Accountants and apart from his 28 year recruitment experience and extensive networks, he and his team understand the technical, legal and governance issues surrounding the appropriate selection of Board members.

A number of our consultants are active, qualified members of the Australian Institute of Company Directors.

➤ SOME SPECIFICS

Given the constant change within most industry sectors and the continuing need to transform or broaden the mix/skill set of your Board members, it may be time to source a new Chairman, Executive or Non-Executive Directors or otherwise develop a plan for doing so.

MDN is well experienced in order to assist organisations with the identification and selection of all categories of Board members e.g. Executive, Non-Executive, Advisory, etc. We are acutely aware of key and current issues such as:

- The core business skills, knowledge and personal leadership and advisory qualities required by contemporary Boards and their respective members.
- Matching Board members to maintain or perhaps change Corporate Culture, Mission and Strategy Direction.
- Sensitivities associated with remuneration issues.
- Networks and contacts that certain Board members need to have.
- The evolving complexity of Board agendas with their mixture of traditional and emerging considerations including:
 - Fiduciary and legal obligations as well as financial performance.
 - Risk Management.
 - Corporate and social responsibility in community and environmental areas.
 - Workplace Relations (IR and HR).
 - Workplace Health and Safety.
 - Ethics and corporate reputation.
 - Strategic focus.
 - Gender and related diversity, equity and independence issues.
- The need to select Directors using thorough and comprehensive interview and selection processes including detailed and documented reference and background checks.
- We have a strong local presence and our consultants have access to a growing pool of high-quality and readily available Directors.
- Our knowledge of Board dynamics helps clients build balanced and effective Boards.
- Geographical diversity.

Our Director-specific search and appointment service has, as its foundation, our extensive Director database and register consisting of an extensive range of Directors interested in joining Boards, Board Committees and Advisory Boards, often with a pedigree of current and prior Board positions.

We add value to Boards by sourcing candidates with the right skills, knowledge and experience to meet their specific needs and enhance overall Board effectiveness. We work with Boards to develop an understanding of their organisation and ensure that any candidate presented is a good cultural fit.

➤ RELATED SERVICES

Our Director Search and appointment process also includes:

- Consulting with clients to develop a Director position specification/role statement.
- Searching our Director-specific database/register.

- Presenting a shortlist of quality candidates.
- Verifying candidate qualifications and experience via extensive reference checking.
- Director remuneration advice.
- Director appointment and induction processes.
- Director Board skills audit.
- Director/Board evaluation/appraisal processes.

DIRECTOR TRANSITION/DIVERSIFYING YOUR DIRECTOR PORTFOLIO

➤ WHY?

Are you looking for a Director or Chair position on a Board or Advisory Board? Are you contemplating a first time Director role or are you otherwise seeking to expand your Board portfolio? Have you considered that a Non-Executive Director role is also an excellent counterpart to an interim career? MDN can help you find the answers recognising that Boards must be comprised of competent Directors who are diligent, well informed and well credentialed to deal with the many challenges, opportunities and issues they must face.

➤ WHY MDN?

MDN Consulting has significant expertise and many years' experience in the recruitment of Board Directors/ Chairs (including Independent/Non-Executive Directors) together with providing extensive transition coaching, mentoring and related support for professionals wishing to pursue such roles. This experience ranges across government, private sector, not-for-profit, charitable, start-up and union-related organisations. MDN is uniquely positioned to assist you in your transition and search to enable you to identify and secure these Board roles. Our contact network is extensive and we are able to provide valuable assistance in this arena.

Our Managing Director, Mark Nicol is a Fellow of the Institute of Chartered Accountants and apart from his 28 year recruitment experience and extensive networks, he and his team understand the technical, legal and governance issues surrounding the appropriate selection of Board members and the key issues you should be aware of in securing such roles. A number of our consultants are active, qualified members of the Australian Institute of Company Directors.

➤ SOME SPECIFICS

Given constant change within all industry sectors and the continuing need to transform or broaden the mix/skill set of Board members, it may be time to transition to, or secure these roles or develop a plan for doing so.

There is also an increasing trend for vacant Advisory or Board positions in all sectors to be advertised and subjected to comprehensive interview, selection and reference checking processes. It is also therefore critical that your Board profile and application:

- Are modern, up-to-date and responsive to current market requirements.
- Clearly and succinctly articulate your unique points of difference and what you bring to the Board table.
- Accurately reflect your key skill sets, experience and “a theme” to drive your future direction and achieve your goals.

Accordingly, MDN can assist also you as follows:

➤ PLANNING

MDN spends valuable time with you at commencement to ensure clarity of your goals and vision, strengths and weaknesses, skills and experience and to develop a set of realistic expectations (including those around remuneration and income), based on a personal SWOT analysis.

This allows you to identify any vulnerabilities in skills, attitudes or role biases that will need to be taken into account in targeting your preferred Board opportunities. Equally it is important to identify those particular strengths, which you should leverage for greatest success.

We also discuss and help you analyse the risks, returns and potential targets and scenarios, relevant to your future Director roles.

Getting your head in a position to adequately analyse, synthesise, plan and prepare the key ingredients to your Director profile documentation or revision thereof, is essential.

➤ DOCUMENTATION

Once your head is clear and your direction set, it is important to ensure that the documentation presenting your profile is enticing. Your Director's profile and related documentation such as your LinkedIn profile, flyers, business cards, skills and talent inventories, application letters, responses to selection criteria, website, marketing collateral, etc, need to project an image that is contemporary and differentiates you from competitors.

➤ CONCLUSION

If ever there was a time to proactively register and prepare for a first time or additional Director role or to know how to prepare or revise a Director's profile, this is it. Many miss the mark and often fail to even get your foot through the door, particularly in such a highly competitive market. MDN's experience and process help you to minimise or negate this risk. The primary objective of our programs are to assist in planning for your Director portfolio, expanding and diversifying it and ensuring that your Director profile helps you get to your desired Board positions.