



Webinar

Optimising Director Succession Planning With a Skills Matrix

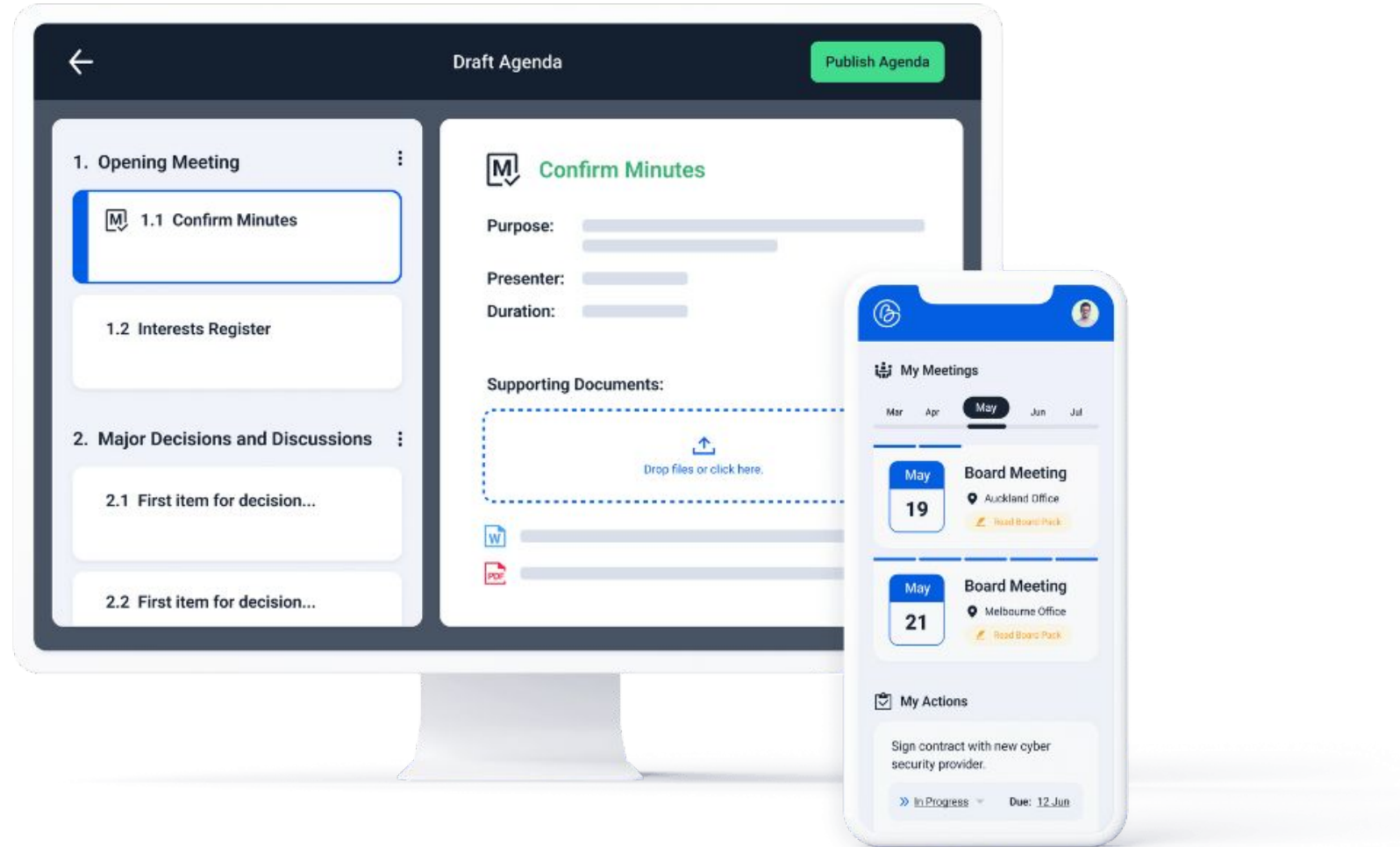
Special Guest **Dauniika Maclean**





BoardPro™

The main logo for BoardPro, featuring a large blue stylized 'B' inside a circle on the left, followed by the text 'BoardPro' in a bold, black serif font with a trademark symbol (TM) to its upper right.





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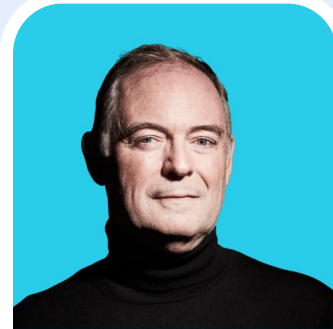
**Webinar video recording,
presentation and our
exclusive skills matrix
template will be sent to you.
Relax, listen and ask
questions**





**Dauniika
Maclean**

Managing Director
**Board Administration
Services**



Steven Bowman

Managing Director
**Conscious
Governance**



Simon Telfer

Managing Director
Appoint Better Boards



Introduction

- 01 Importance of director succession planning
- 02 Role of a skills matrix.
- 03 Steps to implement a skills matrix.
- 04 Best practices.



Why Succession Planning is Critical



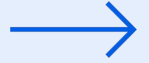
Ensures continuity and stability in governance.



Prepares the board for future challenges.



Aligns board composition with strategic goals.



Challenges in Director Succession Planning

01

Identifying the right skills and competencies.

02

Balancing diversity with expertise.

03

Navigating board dynamics and resistance to change.



Components of an Effective Skills Matrix



→

Key competencies
(industry knowledge,
financial acumen, etc.).



Soft skills (leadership,
communication, etc.).



Diversity factors
(gender, ethnicity,
background).





Developing a Skills Matrix

01

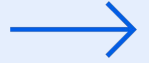
Defining the purpose of a skills matrix for your organisation.

02

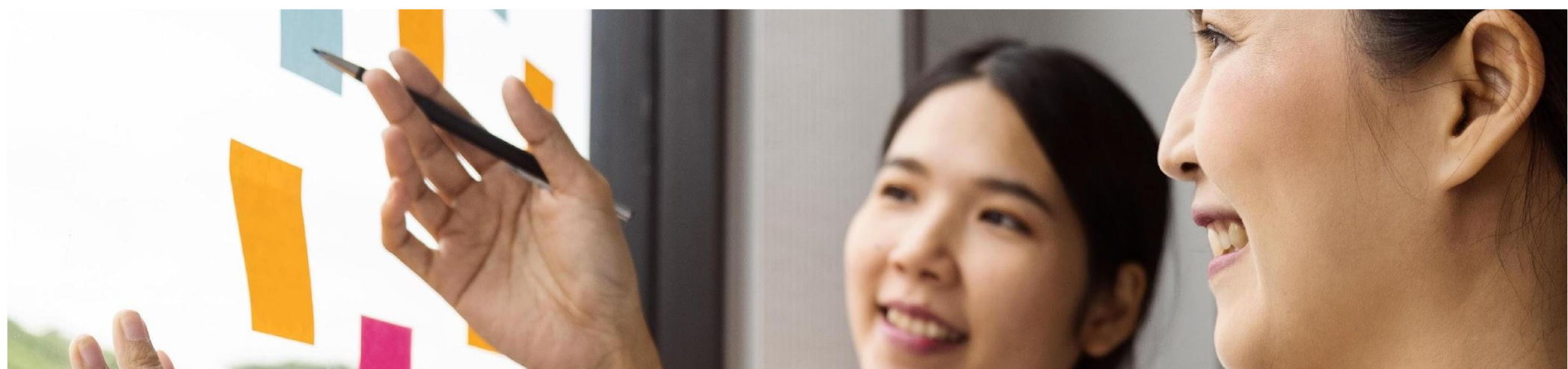
Evaluation versus self reporting of skills.

03

A tool for identifying gaps in the board's collective expertise.



Assessing Current Board Composition



Conducting a skills audit.



Mapping current skills against future needs.



Identifying gaps and overrepresented skills.



Using the Skills Matrix for Succession Planning

01

Prioritising skills for new appointments.

02

Creating a pipeline of potential candidates.

03

Aligning board composition with strategic direction.





Common Pitfalls and How to Avoid Them



- Over emphasis on technical skills.
- Neglecting soft skills and diversity.
- Resistance from existing board members.



Best Practices for Maintaining a Skills Matrix

01

Regular reviews and updates.

02

Integrating the matrix into board evaluations.

03

Ensuring board members are aware of its importance.



Future Trends in Board Composition



Increasing importance
of digital and ESG skills.



Greater focus on
diversity and inclusion.



Adapting to globalisation
and technological
advancements



Q & A

Questions and
discussion





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Thank you

