

## INSIGHT LEADING FORWARD WITH IOD



Why should your company engage with the Institute of Directors? Well, right now, great directors have never been more important and the IoD's corporate engagement is key to encouraging more individuals to achieve governance certifications.

Board directors and management strive to implement governance practices that encourage diverse critical thinking and promote robust, innovative, strategic discussions. Companies who invest in training and development ensure these high standards of operation are maintained.

The IoD offers professional development and certification courses that will equip Board directors and management with the skills, knowledge and understanding essential to successfully direct a company or non-profit. The Institute of Director's certification modules ensure Board directors, executives and management have the most up-to-date learnings of best practices and principles of governance. The courses are led by experienced and qualified instructors who can share both in-person knowledge as well as tried and tested principles in company leadership.

As part of our ongoing outreach, across all sectors, the IoD will next month begin meeting with company representatives to share information about the IoD, its value and benefits. We encourage IoD members to contact us if you think your company or Board would benefit from learning more about the Institute of Directors. We are happy to have one-on-one meetings, or individuals can participate in a group presentation.

Another great opportunity is in-company training offered through the IoD London office. Customised in-company trainings use a combination of facilitated classroom sessions, real-world case studies and small group exercises, to get teams thinking strategically while motivating them to raise their game. We can work with your Board or management to organise a virtual or in-person training with the London office.

As an organisation committed to the highest standards of company direction we understand that the education we offer can benefit not only our individual members but also the companies where they work and the Boards they serve on. For more information about IoD's corporate engagement opportunities please email me at [executivedirector@iod.bm](mailto:executivedirector@iod.bm).

- Danielle Riviere,  
IoD Bermuda, Executive Director

## TRENDS INVESTING IN GOVERNANCE TRAINING

In recent years regulators in Bermuda have intensified their focus on how businesses are being run. The Bermuda Monetary Authority is clear in its intent that Boards are being scrutinised and individuals are knowledgeable about governance best practices.

The assurance that a company's governance practices are at the highest standards, requires more than just Board directors being educated. In order to implement best practices and principles, directors, management, and those with responsibilities for introducing corporate governance into the company, must receive training. This can help ensure that people, at all levels of an organisation are aligned and pulling together ethically toward sustainable growth.

Training in corporate governance can also reduce fraud and corruption, and ensure that that a Board of Directors works efficiently.

### HERE ARE SIX SPECIFIC REASONS TO INVEST IN TRAINING FOR BOARD DIRECTORS

#### 1. Board directors understanding their roles and responsibilities.

Board directors who clearly understand the roles and responsibilities they must fulfil are better able to deliver on the objectives of the Board. Investing in Board training and

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## MEET THE TEAM SUSIE TINDALL, SECRETARY, IOD BERMUDA



Susie Tindall joined IoD Bermuda's Board and was elected as secretary at this February's AGM.

She began her career in Dublin in 1996, where she trained with PriceWaterhouseCoopers before moving to management positions within Grant Thornton, Ernst & Young and Arthur Cox law firm. In 2004, she moved to Bermuda and the corporate department of Wakefield Quin before joining Conyers as a corporate manager,

where she remained for 11 years. Prior to joining Carey Olsen she was Head of Corporate Services at the Horseshoe Group.

Today, Susie is a chief governance and operations officer at Carey Olsen. She is a chartered governance professional, a chartered secretary and a certified compliance professional. She is also a Fellow of the Chartered Governance Institute, a Fellow of the Association of Corporate Governance Practitioners and holds a degree in Professional Administration. Susie is a member of the Institute of Business Ethics and recently obtained her Certificate in Company Direction through IoD Bermuda.

"Inclusion, diversity, accountability and good governance starts with the Board of Directors, and I would hope that in time the majority of Bermuda's Boards will be a true representation of the community we work and live in, and that the IoD can help evolve certain views of diversity to go beyond tokenism."

## SUCCESS DIPLOMA CERTIFICATION

The Diploma in Company Direction certification is the second stage in achieving top level Chartered Director qualifications. It is designed to build on the knowledge gained from the Certificate in Company Direction (CICD) and boost participants' expertise and confidence as a director.

The Diploma enables participants to contextualise and apply knowledge while building practical skills as directors by providing:

- An understanding of your Board's role, its dynamic, power, influence and conflicts.
- Knowledge of the important topics of risk and crisis management, decision-making, mergers and acquisitions, and board performance.
- An understanding of relevant techniques and tools to improve personal skills and those of the Board.
- An opportunity to improve the performance of your Board, its committees and individual directors.

The three-day module of the Diploma in Company Direction, The Developing Board Performance course, provides a unique opportunity for participants to put their skills to the test as they act as a Board member to tackle a real-life boardroom scenario, mirroring in many ways the operation of a Board. Once the course is completed, in order to gain the Diploma certification, a three-hour examination must be passed. The Diploma in Company Direction can only be undertaken following the successful completion of the Certificate in Company Direction exams.

There are presently 21 Diploma holders through IoD Bermuda. To learn more about the Diploma Certification and other IoD qualifications you can visit: <https://www.iod.bm/qualifications>.

### Current Diploma Holders:

Collin Anderson	Andrea Jackson
Tanya Bule	Polina Komsalova-Branco
Chantal Cardinez	Richard Lau
Michelle Cardwell	Cheryl Ann Mapp
Heather Cooper	Francine Mason
Craig Davis	Robert Schwarz
James Davis	Rochelle Simons
Carol Dixon	Christina Smith
Andrew Gibbs	Ross Webber
Julia Henderson	Laura West Burt
Jeffrey Ingelman	

*\*In last month's Bulletin we recognized CICD certification holders. We are excited to acknowledge three more CICD certification holders:*

Christine Smith  
Linda Smith  
Michael Wellman

## INVESTING IN GOVERNANCE TRAINING (CON'T)

development helps Board directors to think and act from a more strategic perspective.

**2.Ensuring Board directors use 'reasonable care, skill and diligence'.** Directors have the legal duty to use reasonable care, skill and diligence. Keeping the Board trained and informed ensures that they can effectively discharge this duty.

**3.Demonstrating that your organisation values continual learning.** The culture of an entity is set by the Board and permeates throughout the company. By investing in Board training, a clear message is sent that the company values continual learning at all levels.

**4.Keeping the organisation safe and legal.** The past several years have definitely taught us that the world is ever-changing. If the Board of Directors is to ensure that the company is kept safe and legal, it must be conversant with changes in regulation, legislation and the operating environment. Boards should be given regular updates on such changes and should consider how they affect the company and what actions are needed.

**5.Motivating and retaining good Board directors.** Really good Board directors are committed to continually developing themselves and growing in their roles. They therefore value a company which also invests in them. This leads to increased motivation and loyalty.

**6.Gaining a competitive advantage.** Training opportunities offer competitive advantages in the form of both improved processes, and also an increased desire of individuals to be part of a company that invests in the learning and development of its Board and management.

## UPCOMING EVENTS & PROFESSIONAL DEVELOPMENT

**May 10 - CPD - Role of the Non-Executive Director**  
9:00am - 5:00pm

**May 18 - IoD PD with Carey Olsen** 9:30am - 10:30am

**May 18 - Members Networking Event - Quiz Night**

**June 1 - IoD PD with Deloitte** 9:30am - 10:30am

**June 28 CPD - The Top Five Things Every Director Must Know**

**For more information or to register visit our website: [www.iod.bm/events](http://www.iod.bm/events)**