

## INSIGHT MEMBERSHIP BENEFITS

**Are you taking full advantage of your IoD Membership and all the great opportunities it provides to connect, share knowledge and develop professionally?**

For instance, the benefits of Full International Membership through the IoD London office include:

- Twelve visits per year to the London offices at 116 Pall Mall.
- Access to the Information and Advisory Service (IAS) and Director Advisory Service (DAS) service.
- Reduced rates for certification and professional development courses.
- Access to the online Academy where you can create your own Continuous Professional Development (CPD) plan using the IoD Academy's self-assessment tool.
- Unlimited access to learning tools including bite-sized CPD content, articles, podcasts, webinars and videos.

The IAS provides phenomenal opportunities that you should most definitely consider engaging in. These include:

- Access to a Legal Helpline - six calls per year, prompt answers to legal questions regarding UK law, a third party can arrange international calls.
- Access to a Tax Helpline - six calls per year, UK tax law only.
- Two appointments per year with a member of a panel of 16 external business advisors in areas such as Law, Accounting, CV review, Marketing, review of Business Plans and Strategy, HR consultants and more.
- Topics the IAS can address include:
  - Review a CV to apply for Director/NED roles.
  - Help with trademarks queries.
  - Advice on shareholder disputes.
  - Business development strategy and business planning.

**To engage with IAS please email [businessinfo@iod.com](mailto:businessinfo@iod.com) or call 020 7451 3100.**

Along with UK membership benefits, Bermuda based IoD members receive access to local opportunities which include:

- Training Discounts - discounted rates for local professional development courses <https://www.iod.bm/events>
- Networking - an invitation to attend quarterly networking events
- Events - invitations to attend special events
- NonExecutive Directors Directory (NXDD)
  - listing on and access to the NXDD
  - <https://www.iod.bm/membership-benefits/#nxdd>

IoD membership provides the opportunity to ensure you are equipped as a Board Director with the latest resources, events, research, discounts and more. If you want to learn more about how to make the most of your membership please email your questions to [info@iod.bm](mailto:info@iod.bm).

- DANIELLE RIVIERE,  
IOD BERMUDA, EXECUTIVE DIRECTOR

## TRENDS

### FINDING A BOARD POSITION

BY NEIL GLASS, CHARTERED DIRECTOR AMBASSADOR, IOD BERMUDA

Finding the right Board position is a challenge, as it should be. Board members fill important roles that influence the success of the organisations they oversee. Getting an education, such as the certifications offered through IoD Bermuda, is important but it does not guarantee that you will find a Board position, or more importantly, the position that you really want. Here are some other important steps you can take to create your next Board opportunity.

#### EXPERIENCE MATTERS

Most Boards look for candidates with experience, so obtaining that first experience can be challenging. A good way to get your foot in the door is to attend Board meetings related to your current job, either in an executive capacity - such as corporate secretary or another officer role - or as an executive director. This will provide invaluable boardroom experience, which you will hopefully be able to parlay into non-executive independent director roles later in your career.

#### CONSIDER THE THIRD SECTOR

Charities are another great way to obtain boardroom experience. Make sure the charity's goals align with your own - being passionate about what the charity is trying to achieve will keep you motivated, as these positions do not usually have meaningful financial compensation. You will be providing a valuable service to the community. In fact, many people choose this as their way to give back.

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## MEET THE TEAM

LLOYD HOLDER, AMBASSADOR OF DIVERSITY AND INCLUSION



**Lloyd Holder is a Chief Information Security Officer with over 20 years of experience in Information Security, Technology, Risk, and Operations.**

**He holds a Bachelor's of Science in Computer Information Systems from Oakwood College, a Master's from the London School of Economics and Political Science, and an Executive Education qualification from Harvard Business School. Lloyd is also a Certified Information Systems Security Professional (CISSP) and Project Management Professional (PMP).**

**Lloyd was appointed as IoD Bermuda's Ambassador of Diversity and Inclusion in 2022 and has recently joined the executive of the Association for Racial Equity (ACRE).**

**He says he joined IOD Bermuda to sharpen his skills as a Board director and to distinguish himself as a young Bermudian equipped with the relevant experience to contribute to the development of any business. He also notes that when he joined there was not much diversity in ethnicity or professional backgrounds, an area he hopes to improve in his new Ambassador role.**

**"A successful IOD creates educational opportunities and establishes a new standard through which companies appoint directors, seek counsel and demonstrate good corporate governance."**

## SUCCESS *NONPROFIT BOARD POSITIONS*

### Organisation Name: Bermuda End to End

Contact Person: Gabriella Carboneri  
 Email: gcarboneri@mjm.bm Website: www.bermudaendoend.bm  
 Annual Expense Budget: \$150,000  
 Paid Staff: 0  
 Community segment served: Community development  
 Area of expertise being sought: Board Chair, Marketing Member and Chief Marshall/Safety Officer

### Organisation Name: AH! TEMPO

Contact Person: Evereth J. Richardson  
 Email: evjrichardson@gmail.com  
 Annual Expense Budget: \$50,000  
 Paid Staff: 0  
 Community segment served: Arts and Culture  
 Area of expertise being sought: Governance and Fundraising

### Organisation Name: Bermuda Sloop Foundation

Contact Person: David Goodwin  
 Email: dgoodwin@wgt.bm Website: www.bermudasloop.org  
 Annual Expense Budget: \$2 million  
 Paid Staff: 3 Office, 7 on the ship  
 Community segment served: Youth Development, Maritime Heritage, Experiential Learning  
 Area of expertise being sought: Government Relationship, Business Development, IT, Strategy, Impact Evaluation

### Organisation Name: Salvation Army

Contact Person: Beverly Daniels  
 Email: beverly.daniels@salvationarmy.bm  
 Annual Expense Budget: \$2 million  
 Paid Staff: 40  
 Community segment served: Social Services  
 Area of expertise being sought: Governance

### Organisation Name: Gina Spence Productions

Contact Person: Mychel Jones  
 Email: info@ginaspenceproductions.com  
 Website: ginaspenceproductions.com  
 Annual Expense Budget: \$201,774  
 Paid Staff: 0  
 Community segment served: Community development  
 Area of expertise being sought: Marketing and Branding

### Organisation Name: Inter Agency Committee

Contact Person: Nicola Paugh  
 Email: nicola@iac.bm Website: www.iacbermuda.org  
 Annual Expense Budget: \$500,000  
 Paid Staff: 2  
 Community segment served: Social Sector Capacity Building (strengthening and unifying nonprofits)  
 Area of expertise being sought: Governance Committee Chair

### Organisation Name: The Eliza DoLittle Society

Contact Person: Clare Mello-Robinson  
 Email: teds.director@gmail.com Website: www.theelizadolittlesociety.bm  
 Annual Expense Budget: \$600,000  
 Paid Staff: 3  
 Community segment served: Food insecurity  
 Area of expertise being sought: Governance, HR, Marketing, IT, Fundraising

### Organisation Name: Focus Counselling Services

Contact Person: Trevanda Christopher  
 Email: info.focus@focus.bm Website: focus.bm  
 Annual Expense Budget: \$650,000  
 Paid Staff: 10  
 Community segment served: Human services  
 Area of expertise being sought: Media/Communications/Public Relations, Law & Legal Services, Fundraising, Governance, Accounting/Finance/Investment

## FINDING A BOARD POSITION (CON'T)

### SPEAK UP

Let your network know you are interested in obtaining directorships, and explain why you are a good candidate. Directors who are well prepared for meetings and who have a track record of being collegial while still expressing their views are often in demand.

### SPEAK OUT

Becoming a thought leader in your industry is another great way to be noticed by your peers. Volunteer to sit on committees, serve on panels at industry seminars and write articles for industry publications so that you will be front of mind when people are looking for Board members.

### MAINTAIN CONTACTS

Local law and audit firms are often asked for director recommendations. Determine who the gatekeepers are in your industry, and keep in regular contact with them. Existing directors are often asked for recommendations. Administrators of investment funds are sometimes asked for director recommendations, and I suspect captive managers may also perform the same role. Finally, headhunters are sometimes used, but this is usually for more senior roles.

### FIND A GOOD FIT

Perhaps the best advice I have ever received is to make sure that the position is a good fit for you - I was told to approach directorships like a marriage, as it is easy to get into, but not so easy to extract yourself later on. While doing your due diligence, see what sort of reputation the company and the Board have. Are they sticklers when it comes to following rules and regulations, or do they sail close to the wind? Does their risk tolerance match yours? Are they looking for someone who will engage in meaningful dialogue, or do they just want someone who will rubber stamp things?

## UPCOMING EVENTS & PROFESSIONAL DEVELOPMENT

**September 26<sup>th</sup> - 28<sup>th</sup>** - Diploma Course - Developing Board Performance

**October 31<sup>st</sup> - November 2<sup>nd</sup>** - Cohort 2022 - CIGD Finance for Non-Finance Directors

**November 3<sup>th</sup> - 4<sup>th</sup>** - Cohort 2022 - CIGD Leadership for Directors

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