



**Webinar**

# Why Most Boards Get Induction Wrong

And what high-performing  
boards do instead

With Steven Bowman



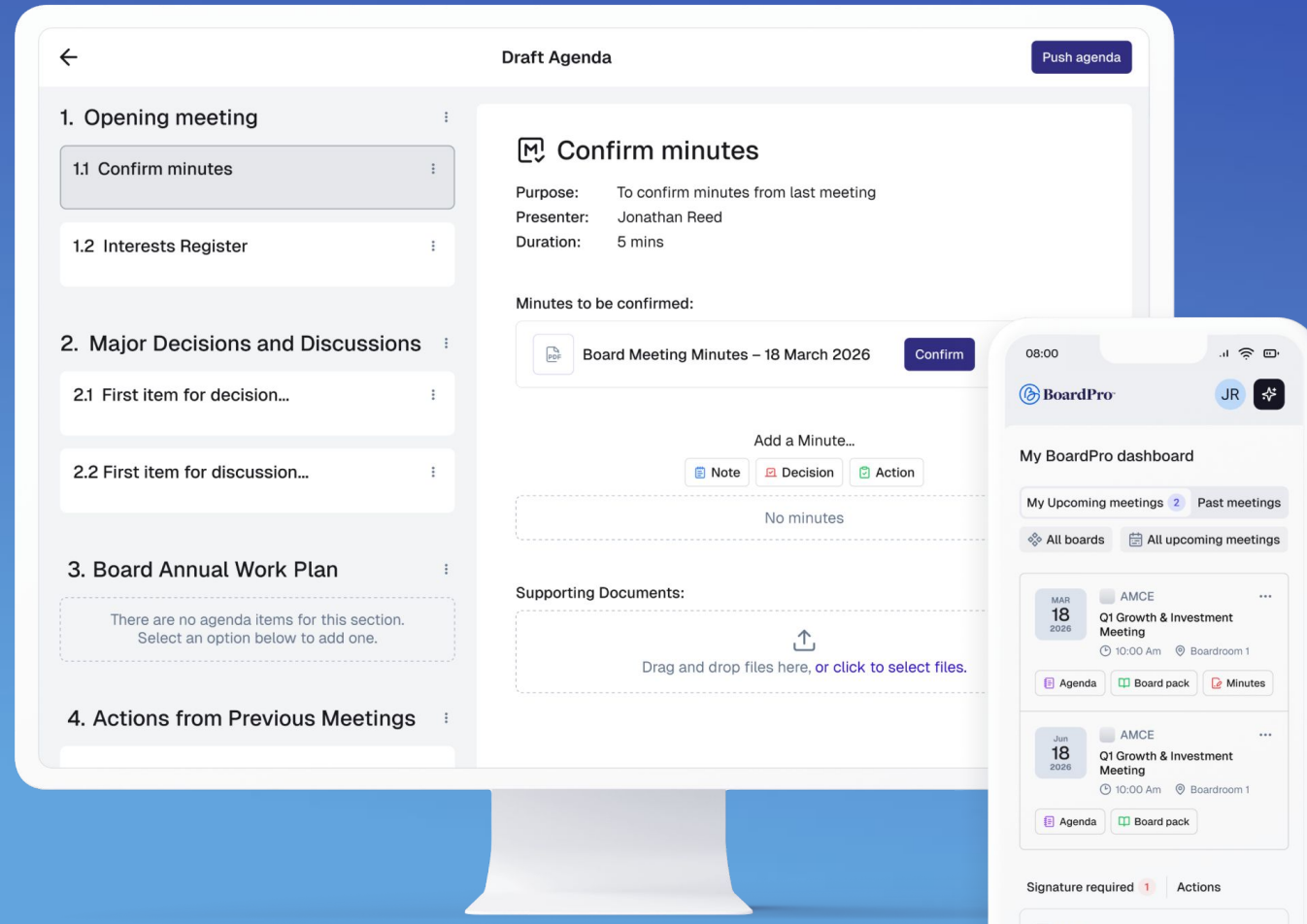


**BoardPro™**

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.



Refreshingly simple board management software





**Making the fundamentals of  
governance free and  
easy to implement**



Governance Made Easy

# Governance Resource Center

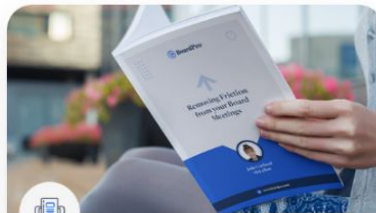
Explore free governance resources for growing your organisation and adopting good governance practises. From meeting minutes templates to CEO reporting templates, our comprehensive guides and templates will cover your governance and business essentials.

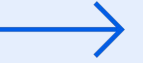
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**Steven Bowman**

Managing Director  
**Conscious  
Governance**



**Kathryn Ruge**

Leadership Coach and  
Consultant  
**Engaging People**



**Lynda Carroll**

CEO  
**Align Group**



# Typical induction program

**Many feel overwhelmed/underprepared despite traditional induction packs.**

*"I had a couple of hours on a video conference which was helpful, but I was still totally unprepared for directors' responsibilities."*

**Others describe feeling disengaged or intimidated early in their tenure.**

*"I had no idea what to expect and felt intimidated by a Chair who controlled meetings and access to information."*

*"The induction was woeful, a couple of meetings and a wad of paper. Not useful at all"*

**And a personal favourite**

*"What Induction?"*



# Lots of documents, initial brief discussions

- ✓ Vision, History and Philosophy
- ✓ Constitution
- ✓ Board policies
- ✓ Directors' Code of Conduct
- ✓ Contact details, CVs and skills register
- ✓ Organizational chart
- ✓ Strategic Plan
- ✓ Risk Management Plan
- ✓ Program descriptions of key programs
- ✓ Financial documents
- ✓ Board minutes
- ✓ Board resolutions
- ✓ Insurance policies
- ✓ Induction key dates: chair, staff briefings, site visits
- ✓ Position Description
- ✓ Glossary of terms



# 4 key elements

Many thousands of interviews with Chairs, Directors, CEOs, CoSecs



Mandatory



Formally  
monitored



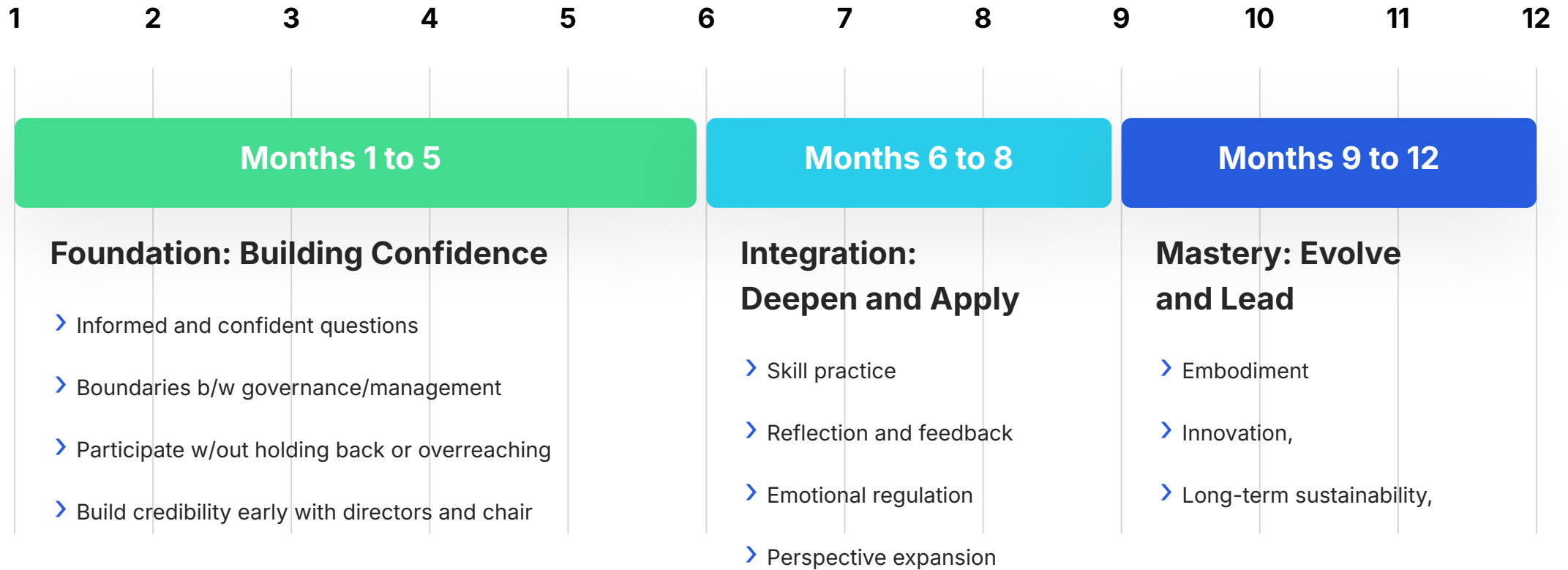
Mentors 2 × 6  
months



At least 12  
months



# 3 Stages





# Sample Cadence-1



**Month 1**

Introduction  
and Orientation



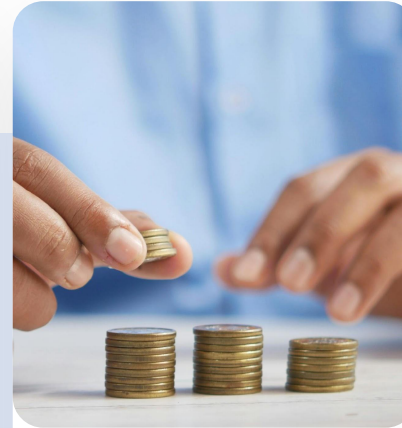
**Month 2**

Governance  
and  
Compliance



**Month 3**

Strategic  
Overview



**Month 4**

Financial  
Acumen



**Month 5**

Risk  
Management in  
Governance



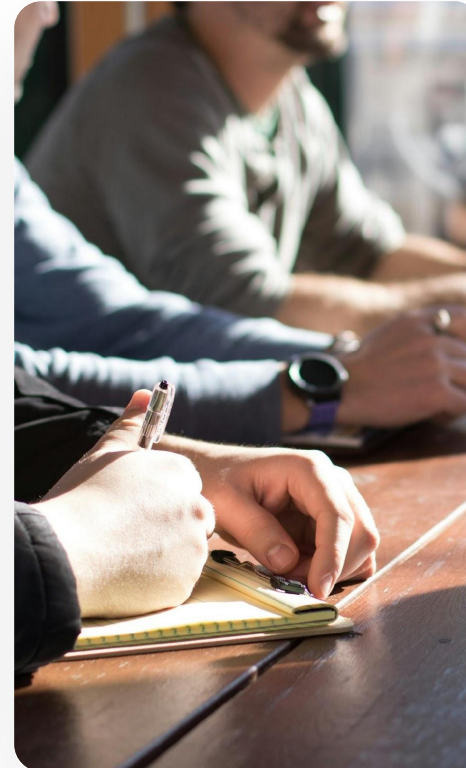
## Sample Cadence-2



### Month 6

#### From Integration to Mastery

- › Reading the Boardroom
- › Interpreting Momentum
- › Chair-Adjacent Capability
- › What Really Drives Board Decisions



### Month 7

#### From Appointment to Responsibility

- › Moving From Knowing to Doing: The Art of Robust Decision Making
- › Decision-Making Under Ambiguity
- › Recognising Cognitive Bias and Decision Traps
- › Handling Surprise Events



# Personal Onboarding Plan

> Co-developed with CoSec and Chair

## Includes

- ✓ Previous governance or executive experience
- ✓ Familiarity with board processes/decision making dynamics
- ✓ Professional background/core expertise
- ✓ Understanding of sector complexity/regulation
- ✓ Identified gaps in governance or industry knowledge
- ✓ Strategic priorities where your insight adds immediate value
- ✓ Desired early engagement in boardroom conversations
- ✓ Intended contribution such as committee work or special initiatives
- ✓ Preferred learning style and pace



# Mentors

› Allocated by Chair and/or Governance ctee

- ✓ Paired mentor supports board transition
- ✓ Second mentor broadens perspective later
- ✓ Provides context, not decision influence
- ✓ Safe space for questions, insight
- ✓ Explains culture, processes, stakeholders
- ✓ Active engagement drives effectiveness and impact



**Downloadable Resource:**

**Board Mentor for New Director Induction**

Excerpt from Induction Insights for Directors program



# Economic Impact



### Time to Productivity Acceleration

6–12 months to fully contribute  
Reduced by 2 mths-Recovered value≈15% x Director cost



### Avoided Inefficiency

1hr of staff/Director time saved per meeting = \$18k-\$60k/yr



### Portfolio Effect

Improved decisions by all  
Multiplier effect of 1 improved Director



### Bottom Line

- \*Reduces risk
- \*Improves 1 major decision
- \*Saves hours of board/staff time

Then>Returns 5x-50x



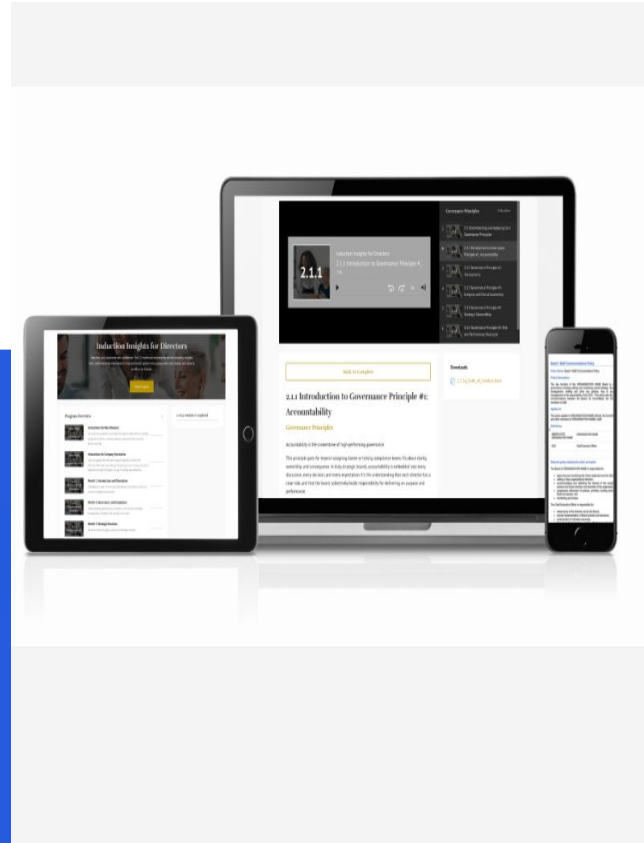
# What Next?

- › For all who watch this webinar, access to free Introductory Preview - [Induction Insights for Directors](#)

Go Here:

**Induction Insights for Directors**

and click on **Access Complimentary Preview** button halfway down page



## Access a Complimentary Preview of Induction Insights for Directors

Explore selected modules from this 12-month, structured induction program.

Ideal for Company Secretaries and Board Chairs

Free preview • Immediate access • No obligation

**Access Complimentary Preview**



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# Webinar Schedule

2026

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278.	<b>Why most boards get induction planning wrong</b>	Recorded
279.	<b>Beyond Compliance: Turning Risk into Strategic Insight</b>	May 14
280.	<b>What is healthy governance?</b>	May 21
281.	<b>The art of presenting to boards</b>	June 4
282.	<b>Tension Tolerance: fostering healthy debate around the board table</b>	June 11
283.	<b>Strategic differentiation - How it informs strategy</b>	June 18
284.	<b>The importance of culture governance</b>	June 25



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management software  
for your organisation?

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