



تمكين المرأة في مجالس الإدارة في 2020 وما بعده
DEVELOPING WOMEN FOR BOARDS FOR 2020 AND BEYOND



PROGRAMME REGISTRATION

ANCHOR PARTNER



KNOWLEDGE PARTNERS



The 20 for 2020 initiative was established by Aurora50 to support organisations who want to increase female representation at board-level. We support leading organisations building a pipeline of experienced and talented board-women, by providing solutions only possible thanks to our community approach.

For women, we provide a pathway to gain experience, as well as training and tailored workshops aligned with the United Arab Emirates National Strategy.

We launched the initiative on the 8th March 2020 with our anchor partner, ADNOC, and with the support of our Knowledge Partners.



“IT IS OUR COLLECTIVE DUTY TO LEAD RESPONSIBLY TO CREATE A BETTER WORLD FOR FUTURE GENERATIONS”

Sheikha Shamma bint Sultan bin Khalifa Al Nahyan

20 FOR 2020 OVERVIEW

SEPTEMBER 2020 - SEPTEMBER 2021



BOARD-LEVEL TRAINING AND EXPERIENCE
All Year

- 2-day board-level training programme in September 2020.
- Co-created with experts who have a proven track record and our steering committee to ensure local context and practical application.
- Participants join a board by the end of 2020, in order to gain board-level experience whilst completing the programme.



ROUNDTABLE DISCUSSIONS AND WORKSHOPS
November 2020 - May 2021

- Workshops aligned with UAE National Strategy, focused on pressing board-level issues such as sustainability and disruption.



MENTORING AND NETWORKING
All Year

- Participants are matched with board-level mentors and are given the opportunity to build their network at events and workshops.



COACHING
All Year

- Working with executive coaches to put training into action.



PROFILE BUILDING
All Year

- Individual profile building plans in October 2020.
- Media training in May 2021.

20 FOR 2020 PROGRAMME DETAILS

The one-year long programme is developed with our Knowledge Partners. The Steering Committee, chaired by Sheikha Shamma bint Sultan bin Khalifa Al Nahyan, and consisting of board members from leading UAE companies, reviews and advises on all areas of the programme.

BOARD-LEVEL TRAINING

Corporate governance and board effectiveness training will prepare participants for their first board mandates.

Individuals will acquire the knowledge base that directors are expected to master to become an effective board member.

The programme focuses on the following key areas:

- What is corporate governance?
- Understanding the main corporate governance systems.
- Board fundamentals: responsibility and effectiveness.
- Board dynamics and efficiency.
- Board structure and the role of committees.

2-day
intensive
training

ROUNDTABLE DISCUSSIONS AND WORKSHOPS

The programme includes tailor-made workshops designed to meet the needs of the cohort and will be finalised following the completion of the assessments. Workshops are developed in consideration of:

- The new challenges faced by boards such as sustainability and disruption.
- The UAE National Strategy.
- Cohort capabilities and required areas of development.

All participants will be required to attend

- A practical finance workshop.
- A profile building workshop.
- A media training workshop.
- A board simulation workshop.

7
workshops

PERSONALISED COACHING AND MENTORSHIP

Each participant will be matched with a mentor and will select a coach from our database of highly qualified and experienced coaches.

MENTOR PROFILE

Each mentor will support a woman who is external to his/her own organisation. Partners are requested to support the programme by inviting their board members to volunteer. Mentors are required to be active board directors, with a minimum of 5 years' UAE experience.

The role of mentors is to support participants as they prepare for 4 board meetings.

Min. of 4
meetings

COACH PROFILE

Each executive coach will support a woman through individual coaching sessions.

- Professional coaching accreditation (ICF or EMCC credentials).
- 300 hours of coaching experience.
- Minimum of 3 years' UAE experience.
- Coaching experience with individuals at the executive level, C-suite and/or board members.

Min. of 6
sessions

AND MANY NETWORK BUILDING OPPORTUNITIES!

OUR PARTNERS



"ADNOC has an unwavering commitment in supporting females to grow, develop and excel in their careers, which is why we are proud to be an anchor partner of the "20 for 2020" programme. We believe that gender diversity in leadership positions contributes to innovative thinking that drives competitive advantage. As we seek to contribute towards our nation's prosperity, this programme will build a pipeline of female talent in leadership positions."

Fatema Al Nuaimi

ADNOC LNG CEO and Chair of the ADNOC Gender Balance Committee



"As part of its drive to promote women's empowerment in the regional capital markets, Nasdaq Dubai is proud to be a Founding Knowledge Partner of the '20 for 2020' initiative. We look forward to encouraging greater numbers of women to take senior positions in this sector."

Hamed Ali

CEO, NASDAQ DUBAI



"Fidelio has been a pioneer in promoting gender balance and diversity in leadership roles within major organisations internationally. We have been a trailblazer, ensuring talented women succeed to the top table and at the top table. "20 for 2020" is an exceptional initiative which Fidelio is proud to support."

Gillian Karran-Cumberledge

Head of Chair Advisory, FIDELIO PARTNERS



"We are proud to be a catalyst for change through the 20 for 2020 initiative in UAE in collaboration with ADNOC, to turn awareness to action and to empower women for leadership in the boardroom."

Sonia Tatar

Executive Director, INSEAD CORPORATE GOVERNANCE CENTRE



"Diversity at the Board level is a business imperative today, but it's simply not happening fast enough. New voices and perspectives on the top level are essential to unlock the transformational capabilities that businesses and governments need."

Jill Ader

Chairwoman, EGON ZEHNDER



"Hawkamah has been supporting the cause of gender diversity on boards for many years using different tools. Hence, we are proud to be a knowledge partner of the "20 for 2020" programme. We strongly believe in the goal and we look forward to helping achieve it."

Dr Ashraf Gamal El Din

CEO, HAWKAMAH



"With our nation's vision to encourage greater participation of women in the UAE's development, the 20 for 2020 is an exceptional initiative that will further capitalize on women's talents and boost their representations in boards."

HE Khalfan Juma Belhoul

CEO, DUBAI FUTURE FOUNDATION

OUR SUPPORTERS



"Diversity is now recognised by leaders and business stakeholders as important to longer-term success. The efforts of the "20 for 2020" programme and active championing from the UAE are welcome in helping boost the number of women at the top table and strengthen the pipeline of talented women for the future."

Denise Wilson OBE

Chief Executive, HAMPTON-ALEXANDER REVIEW



"As one of women who set up the 30% Club in 2010, I have always had a strong commitment to the advancement of women in the boardroom. I applaud the 20 for 2020 initiative and urge everyone in the region to support it, as more women are encouraged to step forward and play their part in the continued economic development of the UAE."

Prof. Heather McGregor CBE

Executive Dean, EDINBURGH BUSINESS SCHOOL HERIOT-WATT UNIVERSITY

Working with our knowledge partner, Egon Zehnder, we are selecting the **top 20 women** from our partners, local organisations and online submissions. Each participant is required to join a board by the end of 2020, in order to gain board-level experience whilst completing the programme. We can support you in finding a suitable board position. The programme is open to Emirati nationals and UAE residents. **Space is limited to 20 participants.**

SELECTION CRITERIA

Criteria are supplied as a guide, not as a pre-requisite, and are provided to help organisations identify suitable candidates. Candidates would preferably have:

- 15+ years of leadership experience.
- Significant scale of position in terms of budget and people responsibility.
- Strategic dimension of work.
- Proven ability to change opinions through rational argument.
- Proven ability to influence key decisions.



SELECTION AND ASSESSMENT PROCESS



NOMINATION
April

- Programme partners and local organisations to register their commitment to reserve participation for their high-potential female employees.
- Limited space also available for self-nominated individuals.



APPLICATION
May

- Candidates to submit application via our website.
- Curriculum Vitae.
- 2 or 3 recommendation letters from their current or past employers, or mentors.
- Letter of motivation



SCREENING
June

- All applications will be reviewed by Aurora50 with support from Egon Zehnder.
- Short phone interviews may be conducted with some candidates.
- Maximum of 25 candidates selected for full assessment.



ASSESSMENT
June - July

- Board-readiness assessment: psychometric tests, in-person interviews, cohort review by Egon Zehnder.



FINAL SELECTION
July

- 20 top women selected as programme participants.

REGISTRATION

REGISTRATION DEADLINE: 30 APRIL 2020

Please register your commitment to reserve your candidate's participation and send a copy of this page to diana@aurora50.com.

Company Name	
Contact Name	
Job Title	
Email Address	
Phone Number	
Number of Participants	
Board-level Placement Support Required	<input type="checkbox"/> Yes <input type="checkbox"/> No
Signature	
Date	

IN THE MEDIA

Arabian Business

/Global

Sun 8 Mar 2020 05:18 PM

UAE launches '20 for 2020' to drive gender balance at board level

Abu Dhabi National Oil Company to select first two participants

The National

UAE launches initiative to boost number of women on boards

► '20 for 2020' will see women mentored and coached through year-long placements in senior posts

CONTACT

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20 FOR 2020 is a community project developed by AURORA50

