



DIVERSITY
ONBOARD

EMERGING BOARD LEADERS FELLOWSHIP PROGRAM OVERVIEW

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PROGRAM OVERVIEW

Diversity On Board is proud to launch the second *Emerging Board Leaders Fellowship (EBLF)* board accelerator, powered by HSBC. The Fellowship is designed to accelerate high-potential, exceptional, Arab and North African women and men, on their path to the boardroom.

Fellows will gain the necessary fiduciary, risk and governance skills, support, and mentorship to qualify as competitive and effective board directors, as well as the exposure and access to networks for board placement. With the current global humanitarian and economic crisis resulting from the COVID-19 pandemic, additional dimensions to the responsiveness of leadership and upper management will be integrated into the program.

Consequently, the fellowship will heavily emphasize climate risks, and environment, social and governance (ESG) issues. Fellows are expected to make a commitment to ESG in their current work and future directorship roles. The program will also incorporate emerging and exponential technologies critical to our changing world within the context of Industry 4.0 and the Fourth Industrial Revolution, and Web 3.0 and the decentralization of the web.

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BOARDROOM CATALYST

The Emerging Board Leaders Fellowship is designed to amplify the skills and accelerate the progress of candidates who are almost board-ready and need one final catalyst. We believe that by supporting these socially and environmentally conscious leaders with the skills for effective directorship, they will be in positions to advance the diversity, equity and inclusion agenda within the organizations and communities they serve. We also believe in gender equity and align with the 30% Club in designing a fellowship that is gender-inclusive rather than focused on one gender only.

For candidates who don't fit the Eligibility Criteria, we will be launching our freely accessible 'Pathway to the Boardroom' learning library in 2023.



WHAT TO EXPECT

APPLY

14 Dec 2022- 22 Jan 2023

Applicants have 5 weeks to apply.

EVALUATION

22 Jan 2023- 26 Mar 2023

Evaluation phase is approximately 2 months .

INTERVIEW

26 Mar 2023- 13 Apr 2023

Candidates will be subject to background checks.

KICK-OFF

1 May 2023

Fellows become part of a network that continues to support them in board placement.

Fellowship Application Opens

We value collaborative candidates, therefore, you are encouraged to share this opportunity with your exceptional peers.

Screening & Evaluation

Candidates will be screened to ensure they meet the criteria, and evaluated according to information and references provided.

Semi-Finalist Virtual Interviews

Shortlisted candidates will be invited to a 30-minute virtual interview.

Fellows Announced

Successful candidates should expect to commence their 8-week professional modules program during the first week of May.



ELIGIBILITY CRITERIA

- Of Arab or North African origin, both women and men (holding any nationality, including that of non-Arab countries).
- Between the ages of 28-45 years during 2023.
- Able to commit for the duration of the program.
- C-Level experience, or a founder of a small/medium organization, or senior official at a small/medium non-corporate institution e.g. government and nonprofit.
- At least 10 years of recognized achievements, leadership, and outstanding professional work experience.
- Experience and skills in Financial Literacy, Corporate Law, Human Resources, Audit/Risk; or in critical areas related to our changing world e.g. Cyber Security, Big Data, AI, ESG, etc.
- Highly strategic, critical thinker demonstrating future foresight.
- Proven ability to lead and influence.
- Excellent interpersonal, and communication skills. High levels of emotional intelligence.
- Demonstrates a personal commitment to serve/impact society and the environment. Participates in the advancement of diversity, equity and inclusion.
- Desire for personal and career growth throughout and beyond the duration of the program.

** Applicants with board experience in a listed company are NOT eligible to apply. However, those with or without experience serving on non-listed companies, government, nonprofit, social enterprise, scientific and other boards are encouraged to apply.*

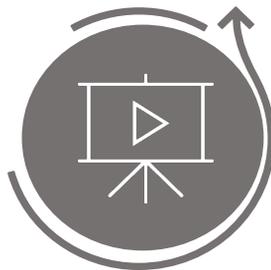
PROGRAM

The board accelerator will consist of 8 virtual full-day sessions, which will be delivered once a week over 8 consecutive weeks. Fellows will also be matched with a mentor. The mentoring relationship may extend beyond the program, should both parties wish to continue. The program will also actively support fellows in board placement for up to 12-months post-fellowship.



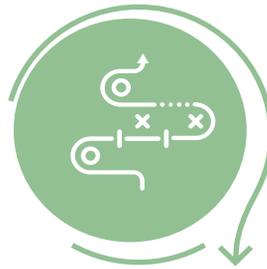
PAIRING UP

Mentors will provide board-related guidance and advice.



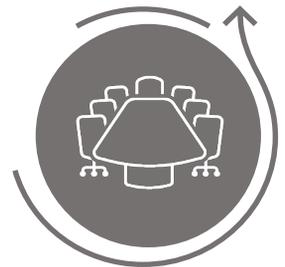
PROFESSIONAL MODULES

Fellows will go through 8 weekly full-day virtual sessions, which will be delivered over 8 consecutive weeks.



CONTINUOUS FOLLOW-UP

Fellows will be continuously mentored, supported, and progress reported.



ONBOARDING

Fellows will be supported in board placement for up to 12 months post-program.



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