

Board Development Series (BDS) - Director Education Program

The PICG has developed its Board Development Series (BDS), an accredited Director Education Program, as a modular series of interactive workshops, with the objective of providing the market with internationally certified Directors.

Program Rationale:

Directors are ultimately responsible for providing guidance to an organization on its strategic vision and ensuring performance. It is expected that as the Pakistani corporate sector matures over the next few years, companies shall see a rising market demand for their Boards to be manned by internationally certified directors, fully equipped to meet the governance challenges in an increasingly globalized world.

This Program aims to help directors enhance their professional competence by keeping them abreast with international corporate governance developments. The BDS also provides directors with networking opportunities at the highest corporate level. Through its BDS Program, PICG aspires to fulfill the corporate and financial sectors' need for qualified, independent non-executive directors.

Program Overview

Who Should Attend:

This program is designed for board chairs, CEOs, board members, and senior management of companies and public interest entities.

Program Structure:

The Board Development Series Program consists of four parts, each part consisting of six modules. Each part is delivered over two full days, making it a total of 8 non-consecutive days of participation. The modules are presented by eminent persons of national and international repute in their respective fields of specialization.

Training Methodology:

A variety of training techniques including presentations, case-studies, group discussions / exercises, and role plays are used to maximize participant interaction and learning through experience-sharing.

Detailed Outline

I: Board Basics – An Introduction to Board and Corporate Governance

Module 1: The Definition of and Rationale for Good Corporate Governance

Module 2: Building an Effective Board – Roles and Authorities, Duties and Liabilities

Module 3: Board Election, Composition and Structure – The Right Mix-of-Skills and Importance of Independent Directors

Module 4: Executive and Non-Executive Remuneration – How to Attract, Retain and Motivate Directors and Officers

Module 5: The Working Procedures of the Board and Its Committees, and the Role of the Corporate Secretary

Module 6: Case Study: Conducting a Board Self-Evaluation

Part II: Board Specifics – Practical Tools for Strategic Guidance and Managerial Oversight

Module 1: The Role of the Board in Setting Strategy – Setting Strategy and Monitoring Performance

Module 2: What Every Director Needs to Know About Finance and Accounting

Module 3: The Interaction between the Board and Management – Obtaining the Right Information in a Timely Manner

Module 4: A Guide to Succession Planning – What Every Board Needs to Know

Module 5: Choosing and Evaluating the CEO

Module 6: Case Study: The Board’s Changing Role: From a Family-Owned to a Listed Company

Part III: Board Specifics – The Role of the Board in Disclosure and Transparency

Module 1: An Introduction to the Board’s Role in Information Disclosure and Transparency

Module 2: The Board and Risk Management

Module 3: Establishing Internal Audit and Control Procedures

Module 4: The Board and its Audit Committee

Module 5: How to Interact With the External Auditor

Module 6: Case Study: Developing a Model Annual Report

Part IV: Board Specifics – The Role of the Board in Protecting Shareholder Rights

Module 1: An Introduction to the Board’s Role in Protecting Shareholder Rights

Module 2: The Board’s Role in Preparing for and Conducting the General Meeting of Shareholders

Module 3: The Board’s Role in Shaping the Company’s Dividend Policy

Module 4: The Board’s Role in Related Party Transactions

Module 5: The Board’s Role in Managing Corporate Conflicts

Module 6: Case Study: Building a Corporate Governance Improvement Plan