



Leadership Ladder Initiatives

At Odgers Berndtson, we are committed to building leaders for the future.

However, to provide choice at executive and non-executive level, it is essential to focus on ensuring a diverse and high-calibre talent pipeline of senior leadership experience.

One of the ways we do this is through our Executive and Non-Executive Leadership Ladders.

Executive Directors

The Executive Leadership Ladder builds leadership capability at senior management and sub-board level by nurturing potential talent that can be developed further to Board level.

Importantly, it provides access to talent pools beyond healthcare. We can bring in new talent to the healthcare sector at senior management and sub-board level from different sectors. Given the many industries across which the Odgers Berndtson business operates, we are able to identify leaders from different sectors, including business services, education, transportation, consumer, retail, financial services and technology who have the capability to move into the healthcare environment.

We believe that bringing in wider experience at sub-board level, where talented leaders have the opportunity to grow quickly with effective executive level mentoring, creates a talent pipeline of diverse leaders who have the ability to step into Board level roles in the future. This broadens diversity at the most senior levels of healthcare for the long term.



Associate Non-Executive Directors

We are now working with healthcare organisations to recruit Associate Non-Executive Directors to join their main Boards.

Associate Non-Executive Directors offer organisations the opportunity to build a longer-term succession strategy for their Board and achieve a balance of skills.

The Associate Non-Executive Director role can also provide a chance to develop greater Board diversity, drawing in a breadth of skills, backgrounds and experiences to add value to Board debate. It can enable those with expertise to offer at Board level, the chance to gain experience in a non-executive capacity, potentially with a view to taking on an appropriate non-executive director role in the future.

We can:

1. Undertake a Board Skill Mix review of your existing Board to identify strengths and areas that you wish to enhance.
2. Provide advice on the core responsibilities of an Associate Non-Executive Director together with time commitment and remuneration.

The benefits for the healthcare organisation are:

- The chance to bring a different set of experience to the board.
- The opportunity to broaden the diversity of the board.
- The potential to develop a longer-term succession planning strategy for the organisation.
- The chance to bring a specific skill that is required during a particular strategic phase – for example, a capital development, a merger or a particular marketing drive.

To discuss your talent and leadership needs in more detail, please contact healthcare@odgersberndtson.com

