

Traditional Search Reimagined

MAY 4, 2023

Prepared for:

TREWSTAR
Corporate Board Services

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Discussion Outline

1. Briefly introduce Trewstar
2. Are you “board ready?”
3. Board opportunities and how to find them
4. Board materials, courses and certifications
5. From interviewing to on-boarding
6. AMA!

Trewstar by the Numbers

250 Placements (as of Jan 2023)

94% Women and/or people of color

33% Ethnically or racially diverse placed candidates

98% Successful completion rate

43% Clients engaged us for multiple searches

100% Women owned and operated

Select Clients



Are you “board ready?”

Full Board Contributor

All directors must have a strong understanding of:

- Business operations
- Financial processes and controls
- Strategy development and execution
- Risk management
- CEO succession and compensation

Desired Expertise

You have something special a particular board seeks

- Digital transformation
- M&A
- Scaling during a period of hyper-growth
- Capital allocation
- Pre-IPO readiness

Fit with the Skills Matrix

Your background is in a functional area the board values and there is an opening

- Finance
- Technology
- Cyber security
- Human capital
- Go-to-market
- Legal

Personal Attributes

You demonstrate the qualities expected of a board member

- Personal maturity/gravitas
- Judgement
- Collegiality
- High ethical standards
- Pass background check

How Old Are Directors?

32,924 current US public company directors

32 30 or younger

827 30 – 40

3703 40 – 50

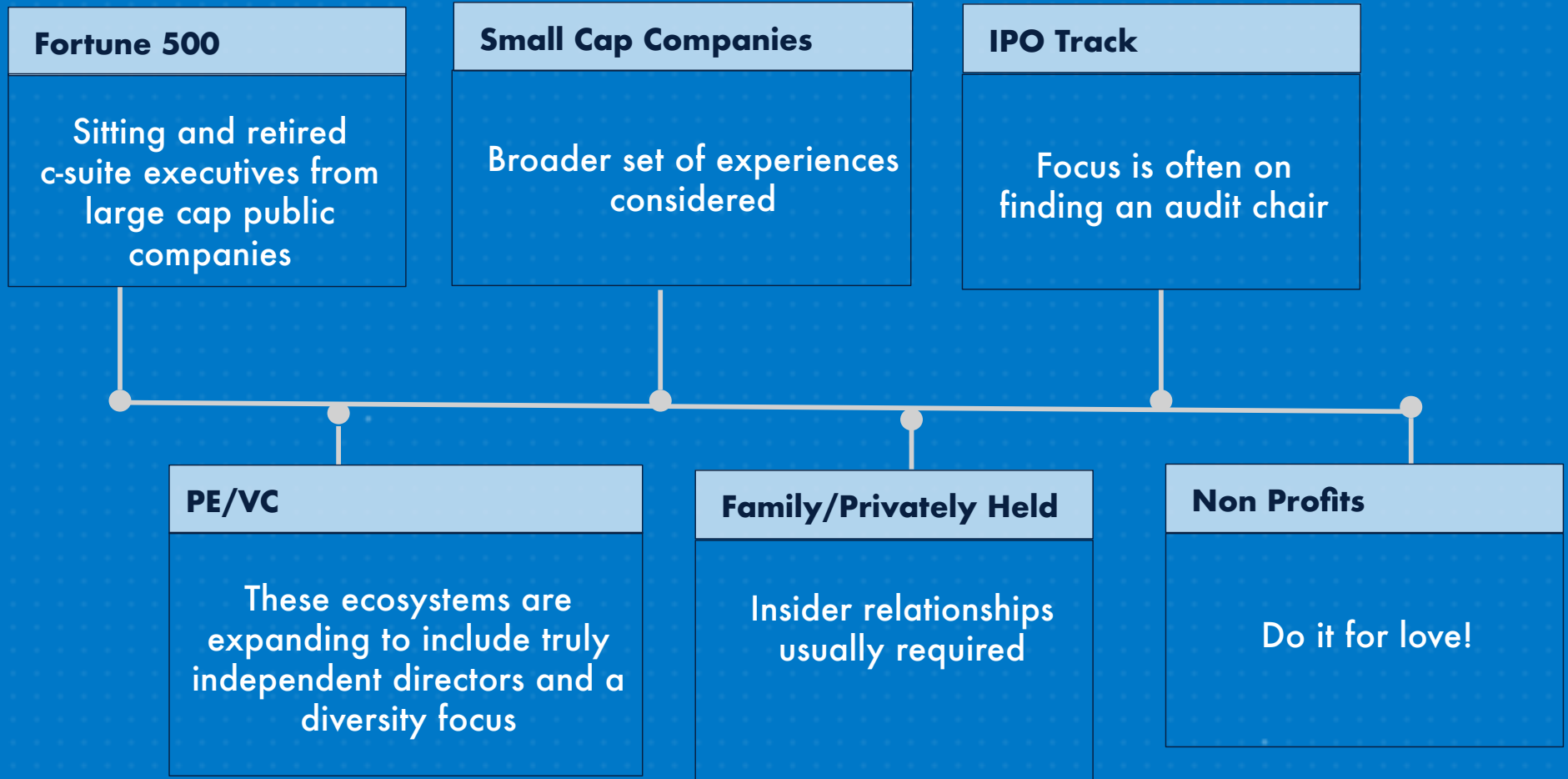
9936 50 – 60

13027 60 – 70

6293 70 – 80

1098 80 or older

Types of Boards



Networking



EQUILAR

JPMORGAN CHASE & CO.



TREWSTAR



Board Materials

TREWSTAR

Detailed Chronological CV

- *Up-to-date (especially on LinkedIn)*
- *As long as needed*
- *Data rich*
- *Accurate*

Board Bio

- *Non-generic*
- *Non-vague*
- *No spin*
- *Best used for speaking engagements/website profiles*
- *A paragraph or two could work at the top of your detailed resumé*



Before you join a board

TREWSTAR

Do I have permission?

Do I have time?

Do the board dates and locations work?

Do I believe in the business?

Do I like the people? Do I trust them?

Am I a fit? Will I have a voice?

If I join, what opportunities must I forgo?



THANK YOU