

Exclusively delivered by



**SIRDAR**  
Guiding boards. Growing business.



Having the right team to climb with you

is as important as knowing the way.



APPOINT

Appoint Brochure



Is there an empty seat at your boardroom table that you are battling to find the ideal non-executive director<sup>1</sup> for? Maybe there are several seats as you are in the throes of setting up a formal board process? Or maybe you have a number of referrals but are not sure how to decide who suits the role best?

Having a team that knows how to choose the right people for your unique scenario is critical to a successful director appointment process.

We are board-appointment specialists with a deep understanding of business in Africa and a passion for impactful boardroom performance.

Our process significantly reduces the possibility of a wrong appointment which no business can afford, and it saves you the time and effort of finding strong candidates yourself.

Our range of options ensures a smooth appointment process.

<sup>1</sup> Whether independent chairman, board committee member or independent trustee

# Board Appointment

We take care of all the detail of the board appointment process in this offering by providing a unique, methodical, proven board appointment process based on your needs and requirements.

## 01 Scope

- We meet with you to understand your unique scenario and requirements.
- Our Board Appointment Diagnostic is tailored to your needs and can range from a focused director scoping exercise to a full diagnostic. It provides a detailed review of director specification, the current board culture as well as required skills and experience to take the board forward. Furthermore, we are able to provide insight into the board's current performance, effectiveness of board processes, and alignment and balance of governance and strategic focus.
- A Contribution Compass profiler of all board members indicates the balance of natural energy (area of maximum contribution) around the proverbial boardroom table – as well as what is missing that should be considered as a must-have for an incoming board member.
- We draw up a comprehensive and well-rounded advertisement that will speak to your specific requirements and the type of person who you are looking to attract.

## 02 Search

We advertise the role to our Sirdar Director Network – Africa's largest network of active and aspiring non-executive directors – and via key online channels. We also conduct a professional targeted search given our connections with other key industry players and outside networks.

## 03 Shortlist

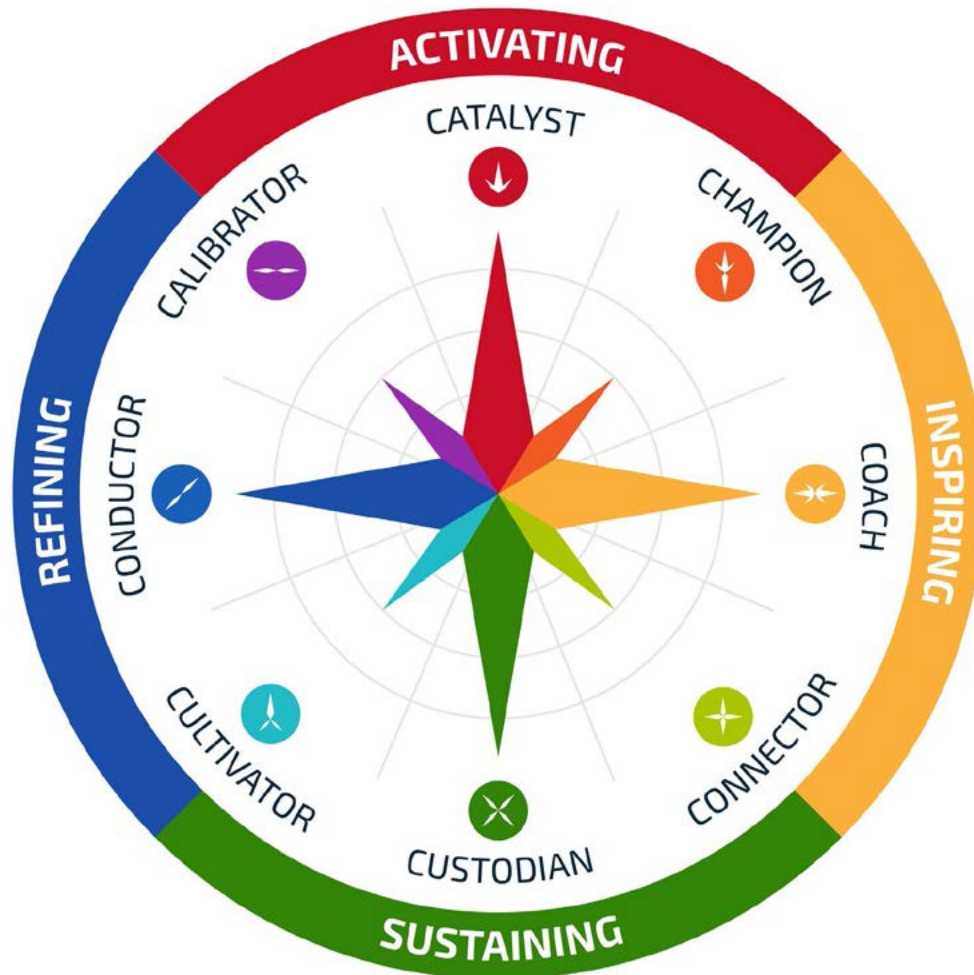
We interview applicants who meet your criteria and discuss your specific role with them. If there is alignment and synergy, they are put forward to you for your review.

## 04 Interview and Select

We send you a comprehensive overview of suitable shortlisted candidates and assist you throughout the interview and selection process.

## 05 Induct

We support you in negotiating with the successful candidate in order to move to acceptance of offer, draw up the Director Summary Agreement and Non-Executive Director Agreement (unless one is already in place), and manage this phase to signed offer stage.



Searching for ideal candidates, completing background checks and considering culture fit is not enough when it comes to board appointments. If the role does not leverage the successful individual's natural energy (area of maximum contribution), they will not be a star player.

Diversity in skills and abilities means that a board can achieve more than the sum of its parts can. A balance in natural energy takes this further by ensuring every opportunity and challenge is viewed from different perspectives.

Balanced natural energies around a boardroom table creates greater personal flow, customer flow and profit flow as a result.

Contribution Compass provides insight into this natural energy and zone of flow.



**Our Board Appointment service means that:**

**You avoid the added time pressures** of having to personally oversee and run an appointment process.

**You are not left on your own** to build a role description as is sometimes the other case with other such service providers.



**A methodical and fair appointment process** is professionally managed by boardroom specialists.



**A wide range of suitable candidates is considered and screened for the role** rather than appointing someone through a basic (and often ad hoc in smaller companies) referral or recommendation process.



**Candidates are confident in the process** when they see you utilising a professional services organisation to support the board appointment process.

**The process is refined** based on your specific needs irrespective of entity size or type.



## Board Appointment Diagnostic

If you have the in-house capability and capacity to run a search and selection process yet are unsure about the exact requirements of the new board member, our stand-alone Board Appointment Diagnostic should be your starting point.

Our Board Appointment Diagnostic provides you with the best insight to place the most suitable candidate on your board. You will understand how candidates' values, expertise, knowledge and natural energies will complement or challenge those around the existing boardroom table, thereby letting you make the most astute appointment choice.

Besides understanding the ideal director profile based on existing experience, expertise, skills and board dynamics, the diagnostic also:



Assesses the current level of board performance



Reviews governance fundamentals



Examines the overall board process



Assesses the alignment and balance of governance and strategic focus

## Board Member Search

### Complimentary

Members of Africa's largest network of active and aspiring non-executive directors – the Sirdar Director Network – are sent details of your vacancy which is also advertised on our website for a four-week period on a complimentary basis.

Applicants liaise directly with you meaning that you are in control of the process from shortlisting to appointment.

### Bespoke

Our appointment specialists assist you to refine your vacancy specification which is advertised to the Sirdar Director Network as well as on our website and social media for four weeks. We also contact a targeted selection of Sirdar Director Network candidates who closely meet your required specifications and might be interested in applying. Applicants liaise directly with you meaning that you are in control of the process from shortlisting to appointment.

You receive the online Contribution Identifier tool which helps you to discover who your board needs for the role and can be used for all your recruitment needs going forward. It mitigates the risk that too much emphasis is placed on skills, while the required contribution from the role is neglected.

You will also receive a Contribution Compass Individual Report of the appointed candidate which will indicate this person's preferred decision-making processes and natural energy.



## Our Clients say it Best

“We appointed Sirdar at a time when we were actively looking to appoint a strong, female EE candidate as an independent non-executive director to our board. The Sirdar team ran us through the process, engaged us in constant conversations until there was a clear understanding of what we needed. We did all the screenings and ended up interviewing four people and then narrowed it down to two candidates, who we presented to our chairman. We would not have been able to secure the best candidate without the meticulous back and forth that we did with Sirdar.”

### Geoff Jennett

Chief Executive Officer  
of Emira Property Fund



“I don’t think we would have been able to source the directors ourselves that were profiled and whittled down to a recommended list. Sirdar brought logic and structure to the process as well as value in producing people of quality.”

**Arnold Basserbie**, *non-executive director of Kalon Venture Partners*



APPOINT

Let us fill your next vacancy

or explore the dynamics

around your boardroom table.