



NED Development Programme – Client & Applicant Guide

Most advisers believe that they will have an easy path to NED roles so lack preparation

They are in for a rude awakening as most Board members see advisers as excessively prudent and risk adverse, with a tendency to focus on the minutiae. There is also a general perception that advisers are low in emotional intelligence. In addition, the way that advisers present themselves at interviews is usually poor – language; arrogance; not listening; not being clear on what they can bring; and frequently projecting themselves rather than an ability to ask probing questions. How individuals present themselves in their cv is also critical. Firmwide leaders do have some potential to differentiate themselves from these perceived shortcomings on the basis they have hands-on experience of growing and sustaining high levels of employee engagement.

Programme Director

Richard Thorby trained as a chartered accountant with Deloitte South Africa. After a 20 year career at an international luxury goods group including European Board roles, he spent several years as the managing partner/CEO of a Top 10 actuary and a Top 100 law firm. This helped him appreciate the challenges and peculiarities of leading a people business. Over the past decade, he has retrained as an executive coach and now focuses on helping sector leaders through one-to-one and team coaching.

Stages and costs of Programmes

Each applicant is initially evaluated by Richard Thorby to determine the appropriate Programme(s):

Programme	Forum membership		Peer Groups		NED Programme	
	Initial	Annual	Initial	Annual	Initial	Annual
Stage						
Evaluation (interview + psychometrics) (only payable once)	£nil		£nil		£1,000	
CV re-drafting					£500	
Interview practice					£500 to £1,000	£500
NED Peer Groups (Pre-NED, current NED)						£2,500
Pan-programme workshops						£0
Bi-monthly coaching sessions						£2,500
NED mentor						£0
NEDA membership (only payable once)						£250
External NED qualification from NEDA					£500 to £1,000	
NED Recruitment Programme		£0		£0		£0
Forum joining fee (only payable once)	£200		£200		£200	
Forum membership (only payable once)		£1,250		£1,250		£1,250
Forum leadership & management Peer Groups				£2,500		
Forum workshops and summits		£0		£0		£0
Forum library and sector news		£0		£0		£0
Totals <i>All rates exclude VAT at 20%</i>	£200	£1,250	£1,200	£3,750	£2,700 to £3,700	£7,000

Interested? Contact Claire Mitchell on 020 7786 9786 or claire.mitchell@pmint.co.uk