

# Better Boards Conference 2017

## Debate for the Ages!

**(Intergenerational) Diversity in  
the Boardroom: Is it a risk to  
have or is it a risk to avoid?**

**Paul Smith**

**Co-founder, CEO, Dreamer  
Future Directors Institute**



"50% of NED appointments onto the S&P500 company boards this year will be first time directors. With cyber, digital governance, climate risk, and artificial intelligence, the need for cognitive diversity has never been greater."

- *NASDAQ*



WHAT DO YOU SEE NOW?



# Debate

**Today's debate topic:**  
“Intergenerational (age) diversity in the boardroom is making organisations thrive!”

# Debate

Say it ALL

## Do it in 'sides'

- Say *everything* in support of one side of the debate
- Say *everything* in support of the other side
- Repeat for each member of your group

# Debate

Say it ALL

## Round 1

Side **FOR**  
Diversity =  
Thrive

**1 minute**

Side **AGAINST**  
Diversity =  
Thrive

**1 minute**

## Round 2

Side **FOR**  
Diversity =  
Thrive

**1 minute**

Side **AGAINST**  
Diversity =  
Thrive

**1 minute**

# Debate

Say it ALL

## Round 1

Side FOR

1 minute

Side AGAINST

1 minute

## Round 2

Side FOR

1 minute

Side FOR

1 minute

**Topic:** “Intergenerational (age) diversity in the boardroom is making organisations thrive!”

- Do it in sides
- Attempt a statement on each side
- Speak views true for you (don't make up arguments)
- Be succinct
- New views
- No “ping pong”
- No conversation



# Debate

Own your insight

**A**

**Which comment  
'hit home'?**

Could be something you said  
or someone else said and  
from either side of the debate

**B**

**What does that insight  
say about you?**

**Succinctly share this key insight with your group**

# Debate

Operationalise  
the insights

**Ask:**

**Based on the insights gained** (in the last step), what would be some decisions that you and/or your board can make now?

“Diversity is a source of resilience, innovation, strength and ultimately assurance. If you don’t have it in *your* boardroom you are not doing your duty to your stakeholders..... Whilst diversity takes many forms, without inclusion, it’s pretty much wasted.”

- *Paul Smith*