## **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?

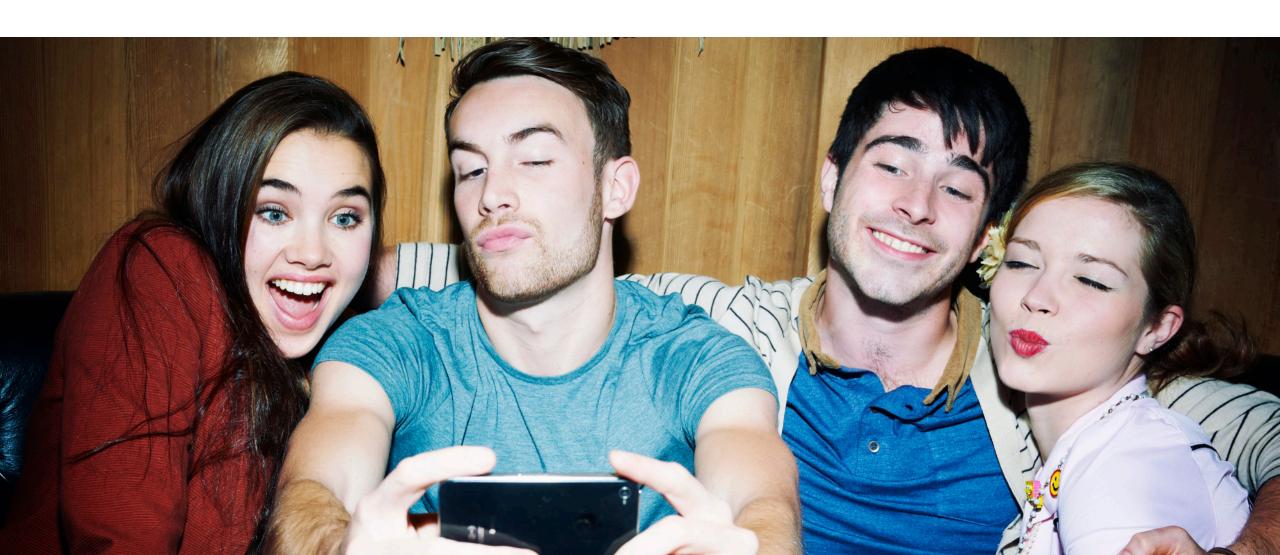
> Paul Smith Co-founder, CEO, Dreamer Future Directors Institute



"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?



### 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

Round 2

Side FOR

1 minute

Side AGAINST

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

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