

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**



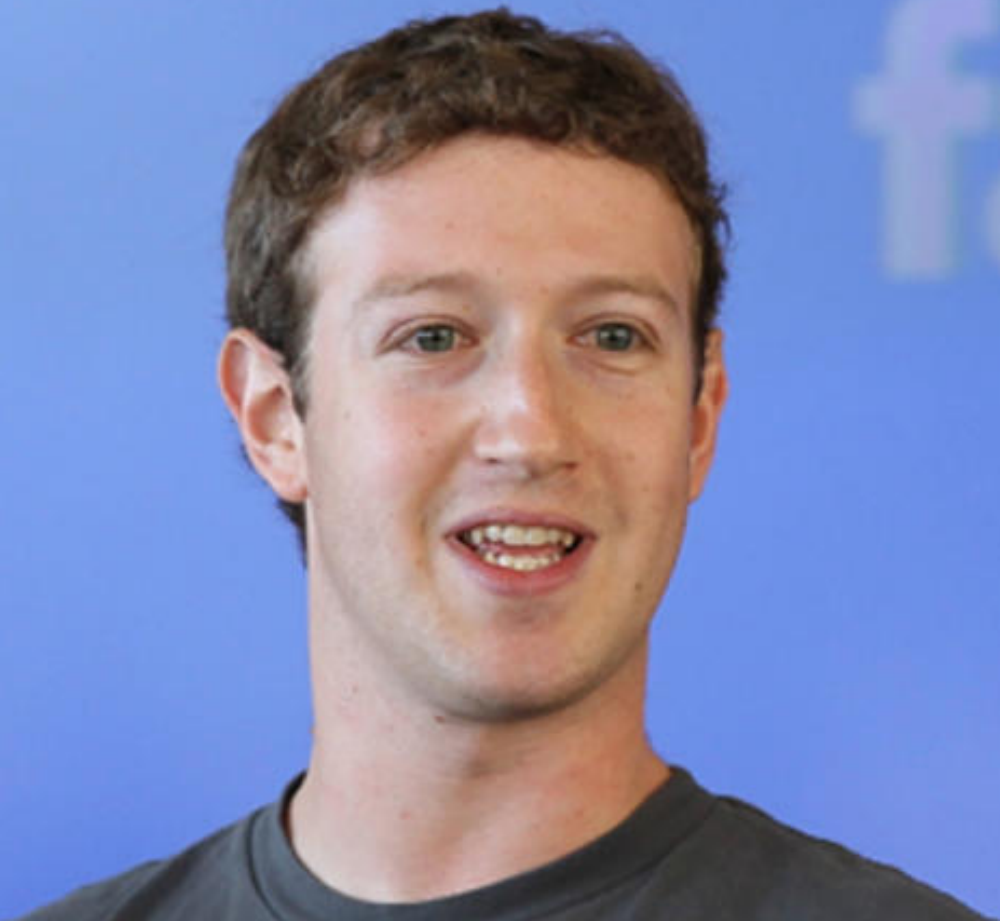
"50% of NED appointments onto the S&P500 company boards this year will be first time directors. With cyber, digital governance, climate risk, and artificial intelligence, the need for cognitive diversity has never been greater."

- *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

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*