



Sponsorship & Influence

- Who at a senior level supports you?
- Who's influential?
- Who offers guidance or mentoring?
- Who connects you to resources?

They may be senior executives; your manager; previous boss; informal influencers.



Purpose & Motivation

- Who inspires you with fresh ideas?
- Who motivates you to make a difference?
- Who validates your work?
- Who rolemodels taking action?

They may be senior executives; community leaders; old(er) people; young(er) people.



Personal Development

- Who makes you a better you?
- Who challenges you?
- Who gives you candid feedback?
- Who tells you the things you don't want to hear?
- Who pushes you to be better?

They may be trusted peers; spouse; close friends; executive coach; mentor; mentee.



Personal Support

- Who encourages you?
- Who listens while you vent or gripe?
- Who gets you back on track when needed?
- Who can you be yourself with?

They may be trusted peers; family; spouse; friends.



Knowledge & Expertise

- Who builds your level of knowledge?
- Who's an expert in the areas you want to develop?
- Who shares best practices or innovations?
- Who broadens your perspective?

They may be colleagues in other departments or offices; customers; suppliers; professional association members.



Balanced Life

- Who encourages your health and mental wellbeing?
- Who helps you contribute to your community?
- Who helps you learn and grow as a person?

They may be family; social contacts through sport, hobbies, religion, volunteering.



My Personal Board of Directors

What they are like

They listen. They energise you. They have time for you. You have mutual respect. You get on well with them. They are open and honest with you. They ask you questions that make you think. They are genuinely interested in seeing you succeed.



How to build your Personal Board of Directors

Having your own Personal Board of Directors provides you with guidance, support and challenge, helping you to achieve your goals and be the best version of yourself.

Here's how to assemble the best advisors to enhance your career and your life.



1

Focus on the benefits

Your Personal Board of Directors can offer valuable insights, be your guide and "sounding board" for ideas, encourage you, help you identify the skills and expertise you need to succeed and connect you to resources.

There are six types of benefits you want to tap into and your worksheet has a box for each. These are knowledge and expertise, sponsorship and influence, purpose and motivation, personal development, personal support and building a balanced life. It's important to have each kind of benefit represented as each one has a specific purpose and provides you with a rounded Board that will both support and challenge you.

2

Size doesn't matter - diversity does

This is not a popularity contest – you're aiming for quality over quantity! You want to create a diverse yet selective group of Directors made up of 12-15 people.

You want high quality relationships with people who come from diverse spheres such as your own team, other departments, functions or global offices in your current company, contacts from your previous companies, industry-related contacts, professional contacts, alumni, community contacts (sport, spiritual, charity, hobbies) plus friends and family.

3

Who to invite to your Board table

Choosing the right people to fill your Personal Board is the most crucial part of the process — and can often be the most difficult. The key is to make sure you only consider people who you get on well with, you respect, who energise you, help you think, are open and honest, listen, have time for you and are genuinely interested in seeing you succeed.

Brainstorm people in your network who meet all these criteria to identify at least 2 people for each benefit type, giving you a minimum of 12 people on your Board.

4

Bring your goals to life

Finally, consider the goals you're working on – both professionally and personally. Who can help you achieve these faster? Add these people to the relevant box on your worksheet to get a maximum of 15 people.

Then approach each person and share with them why you want them on your Personal Board of Directors, plus what they'll gain. Agree on a regular connection time – either in person or virtually. You'll be amazed how many people are willing to offer their help when asked!