

WHY AND HOW TO SET UP A SHADOW BOARD



WHAT IS A SHADOW BOARD?

A Shadow Board is a group of non-executive employees that works with senior executives on strategic initiatives

WHY SET UP A SHADOW BOARD?

"The Shadow Board's impact has been evident from the start when they helped us design our response to COVID-19. Since then, their insight and perspectives have been invaluable to the Executive Team as well as many other areas of the business. The Shadow Board has been, and will continue to be, a great asset for Version 1."



Tom O'Connor, CEO

"During our 18 months, we learned to expand our thinking, we built a much broader network across the business and we developed a greater understanding of how our business operates."

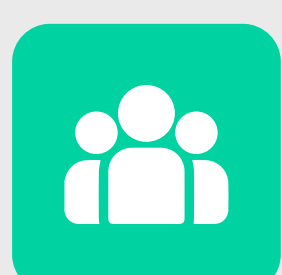


-Emer Fogarty, Shadow Board Chair

"The biggest benefit of the Shadow Board has been the fresh perspective they've brought to the work they've been involved with – whether it's people strategy, lead generation, or our approach to agile projects, they've brought a collective fresh pair of eyes and new angle to plans that has undoubtedly enhanced our outcomes and end products"



– Louise Lahiff, Director of Strategy, Planning and Communications



HOW TO SET UP A SHADOW BOARD

Understand your Why

Identify why you are setting up a Shadow board and ensure your 'Why' reflects the purpose of your organisation.



Recruit a diverse pool that reflect your why

Select a group representative of your company's population.



Get the Right Sponsorship Behind it

If your senior executives are behind it from the start, it's more likely to succeed.



Empower the group to own it

If it's led by them from the start, they'll have ownership and accountability and will use the sponsorship to steer and guide rather than direct.



Let it Evolve

If the group can evolve in their own way, it can bring great energy and enthusiasm.



Be Creative

If you are creative, you can have a big impact in a lot of small ways without taking on too much.

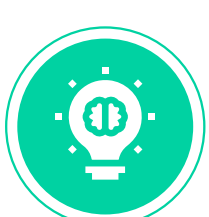


The Version 1 Shadow Board set their own objectives under these

THREE KEY PILLARS



Personal Development



Sharing a Perspective



Demonstrating Impact



VERSION 1

Shadow Board – in Numbers

Average age of

27



18-month
TENURE

OVER 23
Initiatives
completed

Shadow Board Make up:

6

Delivery Consultants

5

Business Support Professionals

2

ERP Consultants



Version 1 received the
"Inspiring Award 2021"
for the Shadow Board Initiative.



VERSION 1