

# Supercharge Your Board's Impact

WITH ATHENA'S BOARD SAVVY COURSE



Cohort based  
7-week live  
program

90-minute  
virtual sessions  
& office hours

Tailored to  
nuances of  
your  
organization

Taught by  
leading board  
directors and  
experts

The explosion of Generative AI, a global pandemic, massive societal issues, a war in Europe, and an increasingly dynamic threat landscape, workforce, and global market have all led to a need for the board, and senior management, to become more sophisticated in their roles—more integrated, faster paced, and wider ranging. Yet...

Boards **lack training**  
needed to thrive in the  
modern world

Boards are  
**underwhelmed** by  
senior leadership

Senior leadership doesn't  
know how to **best engage**  
their boards

# Equip Your Leaders with Interactive Sessions, Designed to Shape Modern, Effective Board Directors



## 1. Roles and Responsibilities

This kick-off session lays out the board's fundamental role and core oversight responsibilities. We cover the board's role in oversight of strategy and enterprise risk. We discuss how the board's role has changed over the past decade and how this impacts individual director responsibilities. This session sets the stage and serves as a touchstone for every other module in the course.

## 2. Fostering an Effective Board / Management Relationships

In an increasingly complex operating environment, fostering an engaged board of directors as a strategic asset to the organization is essential. In this session, we discuss successful mechanisms for boards to work with each other and the company's executive management both in and out of the boardroom. We discuss informal mentoring, diplomacy, and respectful approaches to engaging beyond the CEO and formal meetings.

## 3. Megatrends

In this big-picture and interactive overview, we share the five global environmental, social, governance, and technological (ESGT) megatrends that leaders and their boards should factor into their business strategy, risk mitigation, and opportunity formulation for the coming year. We also discuss how and when boards and company leadership "take a stand" to develop policies on how they will or will not engage in societal issues.

## 4. Mapping Company Strategy to Financial Oversight

Ensuring the enterprise's long-term sustainability and financial health is core to the board's oversight role (in many boards, this takes the form of a defined "Audit Committee"). In this module, an experienced audit committee chair (and former CFO) talks about the critical role of financial oversight, focusing on how the board evaluates and oversees company strategy in the context of the financials.

## 5. Succession Planning

CEO and top leadership succession is a key risk for any company and challenging to manage. Even the most iconic companies get it painfully wrong and think they are better prepared than they actually are. In this session, an experienced board director will share how you can assess your company's readiness for succession, how to minimize risk, and how they design and execute a formal CEO and leadership succession plan. We also discuss board succession planning, including how to build the right skill matrix for your board.

## 6. Compensation Oversight

This session focuses on the annual process to review, update, assess, and reset annual total direct compensation (TDC) for the CEO and executive team. This includes an overview of how to approach the philosophy of competitive market positioning and how to align compensation to short and long-term business strategy and objectives. In this session, we also discuss how comp committees respond to volatile market conditions or dramatic changes in strategy or execution, which force discussion of comp plan changes mid-cycle.

## 7. Special Circumstances

In this course's final module, we bring in experts to cover key board-level "special circumstances," including M&A, Exits, Activist Investors, Crisis Management, and more. This session can be tailored to your audience based on their unique situations.

### Who Should Join

This program is designed to equip C-suite executives and sitting board directors with the insights they need to operate at the highest levels. It is designed for the busy leader—no additional homework, just engaging, thoughtfully structured sessions to supercharge impact.

### The Investment

Work with Athena's team to build a personalized program, specific to the types of boards your participants sit on and engage with. [Contact us](#) to learn more about pricing.

# Learn From Iconic Board Directors and Experts



**Erin Essenmacher**

Course Moderator | Former President of the NACD | Board Director at New Community Transformation Fund, The Future Directors Institute, Eileen Fisher, Docs in Progress



**Shelly Lombard**

Board director at Bed, Bath and Beyond, Craft 1861 | Limited Partner, BrainTrust Founders Studio | General Partner, Causeway Investments.



**Cheemin Bo-Linn**

Board director at Flux Power, KORE Wireless, Serious Labs Inc., Blackline Safety | CEO Peritus Partners | "Top 20 Board of Directors" | "Most Influential Silicon Valley Exec"



**Christine Gorjanc**

Board director at Carbon Health, Zymergen, Juniper Networks, Invitae, Shapeways



**Paula Cholmondeley**

CEO Sorrel Group | Board director at Bank of the Ozarks, Terex Corporation | 10x public company board director



**Nora Denzel**

Board director at Norton LifeLock, AMD and SUSE Linux | Former board member of Ericsson, Redbox, Saba and Overland Storage | Former Tech Exec (HP, IBM, Intuit)



**Britt Ide**

Board director at Nxu, NorthWestern Energy & Technosylva | 7x Public and Private Board Director | CEO Ide Energy & Strategy



**Anna Catalano**

Board director HF Sinclair Corporation, Frontdoor, Ecovyst, and Hexion, Inc., NACD | 16x Public and Private Board Director



Athena Alliance is a tremendous resource and network for board directors, giving busy executives support throughout their board career. Athena is my trusted resource for board insights and world-class networking.

– **Gabriele Famous** | Experienced Corporate Board Director



Athena has provided me with an amazing network of leaders who are actively serving on boards. Learning from their real-world experiences has been invaluable in preparing me for my own board search.

– **Ebony Beckwith** | Chief Business Officer and Chief of Staff @ Salesforce, Board Director @ Poshmark