

The Herndon Directors Institute (HDI) Program launches on February 10, 2021.

Program Overview

Whether you are an experienced director having served on governing boards in the past, or you are new to the board governance process, this program will assist you in navigating both the fundamentals and the unique socio-political issues that you will confront as a board member. You will learn how to develop a strategic game plan that allows you to contribute your personal insights to extend leadership over key organizational goals. In addition, it will provide you with solutions to address anticipated challenges that uniquely affect directors of color and women in the governance arena.

Program Attendance

Each session will be scheduled on two-week days, twice per month, held every other week for a 6-month period with the completion scheduled for July 2021. To graduate, Fellows must complete a minimum of 22 of the 24 sessions to receive their certificate of completion and be placed in a board appointed directorship.

With the exception of the program orientation, class hours begin at 3:00 p.m. and conclude at 7:00 p.m. Please be guided by the class dates listed in the program schedule.

Zoom Conference will be our delivery platform, allowing HDI Fellows to interact with presenters, guest speakers, program staff, and program lecturers.

Program Objectives

At the end of this course, HDI Fellows will:

- Be armed with the necessary skills and guidance to sit on a Public or Private board of directors
- Adopt new leadership skills focused on positive behavioral interface, systems and organizational, technology, financial, and governance and expertise that provides their appointed organization with a competitive advantage
- Develop a governance action plan that applies the concept of ‘servant leadership’ aimed at achieving the organization’s mission while enhancing opportunities for the organization’s stakeholders
- Learn and assess board performance based on accepted norms, trends, and regulatory requirements as well as operational performance metrics
- Acquire critical skills for effective governance, including mastery over board committees, regulatory requirements and board culture

Recommended Readings

This program prescribes several required books that have been selected by the Faculty with optional books suggested by guest lecturers and presenters.

1. Rethinking Success
2. When More Is Not Better
3. Robert Rules of Order
4. Hire Purpose
5. Good to Great
6. The Strategist
7. The Effective Executive
8. The Future of Boards
9. Boards that Lead
10. The Black Anglo Saxons
11. Setting the Table
12. Success Built to Last
13. Conscious Leadership
14. Success Runs in Our Race
15. Two Nations
16. Who Moved My Cheese?

HDI Fellow Program Schedule

- **Program Orientation**
- **Broadening Our Definition of Success, Part 1**
- **Broadening Our Definition of Success, Part 2**
- **The Board Capsule Research Project**
- **Stakeholder Capitalism: Capitalist or Capitalism?**
- **Challenge of Race & Gender, Part 1**
- **Challenge of Race & Gender, Part 2**
- **Governance Fundamentals, Part 1**
- **Governance Fundamentals, Part 2**
- **Nominating & Governance Committee (The Seat of Power), Part 1**
- **Nominating & Governance Committee (The Seat of Power), Part 2**
- **Finance and Audit Committee, Part 1**
- **Finance and Audit Committee, Part 2**
- **Compensation Committee, Part 1**
- **Compensation Committee, Part 2**
- **Enterprise Risk Committee, Part 1**
- **Enterprise Risk Committee, Part 2**
- **Executive Committee**
- **Marketing and Customer Engagement Committee**
- **Technology Committee, Part 1**
- **Technology Committee, Part 2**
- **Environmental, Social and Governance (ESG) Committee, Part 1**
- **Environmental, Social and Governance (ESG) Committee, Part 2**

- **Legal Compliance, Ethics & Regulatory Committee**
- **Public Policy Committee**
- **Final Presentations**
- **Graduation Ceremony**

Activities Include:

- **Case Studies**
- **Guest Speakers**
- **Panel Discussions**