



The one-stop centre for board and director needs

Aspiring Directors Immersion Programme (ADIP)

Nurturing the Next Generation of Board Directors

Aspiring Directors Immersion Programme (ADIP)

Overview

- ▶ ADIP aims to **develop the next generation of governance leaders** and provide a diverse pool of able and capable director candidates to promote greater board diversity and the development of governance talents.
- ▶ ADIP takes approximately **12 months to complete**. It comprises a sequential series of technical trainings, soft skill trainings, board simulation, coaching, and actual board immersion, mentoring and networking/profiling.
- ▶ Candidates that have completed the programme will be recognised as **ICDM Graduate Directors**. The ICDM Graduate Director is not a membership type but denotes the milestone achieved by the Affiliates in terms of technical competency.
- ▶ These ICDM Graduate Directors will in turn fuel the setup and robustness of the proposed **ICDM ASEAN director pool**.

	Cohort 1	Cohort 2	Cohort 3
Start date	Jan 2021	Oct 2021	Oct 2022
Progress	Near completion of Stage 2	Completed Stage 1	Started Stage 1
Participants	7 pax	5 pax	2 pax*





Eligibility: Minimum Experience

1 Possesses the following minimum experience:

- Has held a senior management position (e.g. Chief Executive Officer, Chief Finance Officer, Chief Operating Officer, Chief Legal / Compliance Officer, Chief HR Officer, Chief Governance Officer, Chief Marketing Officer, Chief Technology Officer, Chief Culture Officer)
- Has interacted and engaged with board directors for at least 3 years (e.g. commercial development strategy, strategy & risk, Human Capital strategy, ICT strategy, Mergers & Acquisition etc).
- Has a minimum of 15 - 20 years working experience from current and previous career/business.
- Is familiar with monthly financial reports.
- Does not have a bad reputation or bad publicity on the internet or media.
- Can serve a board even though is employed, can devote sufficient time to directorship duties.

2 Screening Components

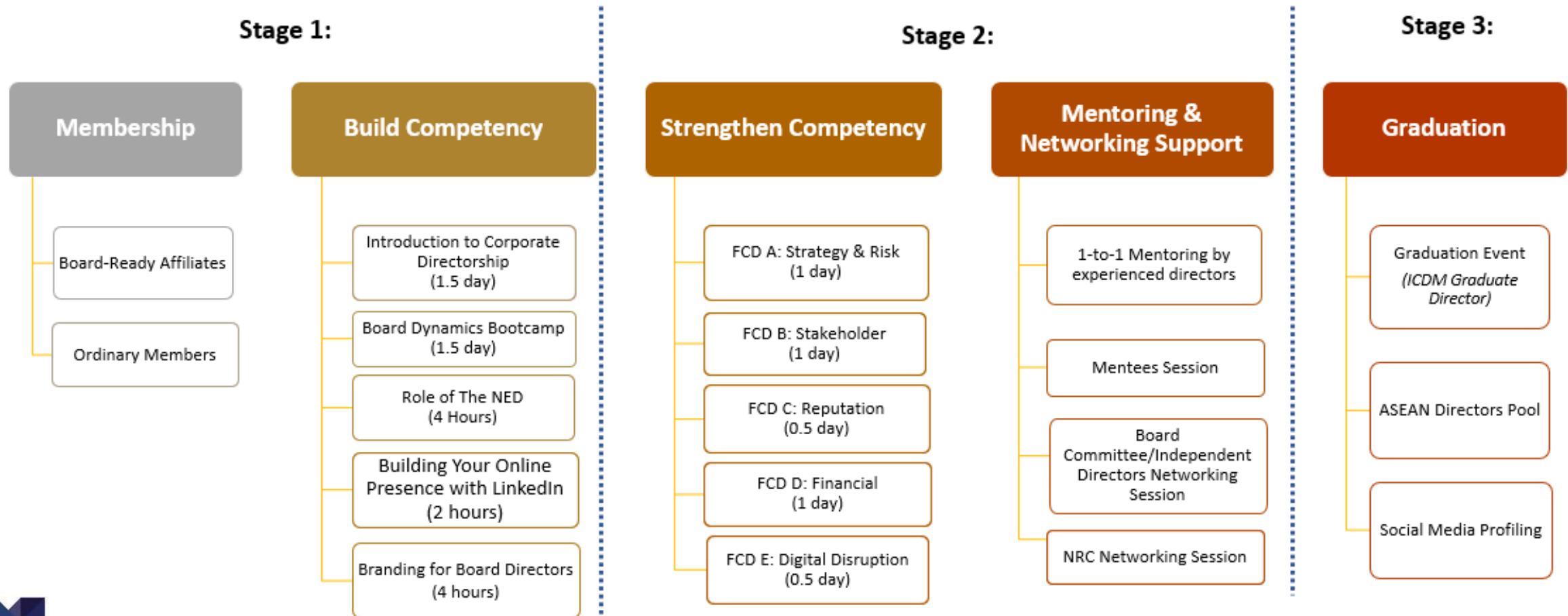
- **Board Personality and Judgement:** Has a positive demeanour, appears calm and confident and capable of high-level decision-making or policy setting even when under pressure in the boardroom. Shows maturity as a 'team player' i.e. respects others and supports the board's collective decisions. Possesses integrity and supports corporate governance.
- **Critical Thinking & Communications:** Has the willingness to engage in board debates, asks right questions, critically challenges without dominating, thinks in the best interest of the company and is capable of offering rational, succinct, or even contrary perspectives. Possesses the intellect to analyse, evaluate & contribute positively to board discussions. Is incisive.
- **Business Acumen:** Has the requisite leadership or advisory skills, and experience in business management and/or international operations that are likely to be beneficial to listed companies. Brings or adds marketing or operational management skills or overseas knowledge to their board especially if currently is or was ex-CEO/MD level.
- **Unique Contribution:** Has desirable competencies for future boards. Examples: (a) expertise in strategy, technology, finance, CG, risk management, corporate law, banking, regulatory, etc, or (b) high visibility & presence, personal networks and contacts.

Or you have met the eligibility as an Ordinary Member and you are a new director.

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The Roadmap

Pre-programme Qualification:
Board-ready Affiliates or Ordinary Members.



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Programme Timeline

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Cohort #3	Timeline
Membership Application	By 16 Sept 2022
Affiliate Screening on Board Readiness (<i>Ordinary Member skips this</i>)	By 23 Sept 2022
Module 1: Introduction to Corporate Directorship (1.5 day)	5-6 Oct 2022
Module 2: Board Dynamics Bootcamp Programme (1.5 days)	23-25 Nov 2022
Module 3: Role of the Non-Executive Director Programme (4 Hours)	12 Dec 2022
Module 4: Power of LinkedIn (1 hr)	Q1 2023
Module 5: Branding for Board Directors – Enhancing Your Profile for the Board (4 hours)	Jan 2023
Module 6: FCD Series Module A: Behind Boardroom Door -Strategy & Risk Management Oversight (1 day)	July 2023
Module 7: FCD Series Module B: Stakeholder Engagement for Board (1 day)	Mar 2023
Module 8: FCD Series Module C: Reputation Management: More Than Just Crisis Control (0.5 day)	Sept 2023
Module 9: FCD Series Module D: Financial Essentials for Directors (1 day)	June 2023
Module 10: FCD Series Module E: Preparing the Board for Digital Disruption (0.5 day)	Mar 2023
Mentoring & Networking	By Apr 2023

- Programmes may be done virtually or in-person in ICDM Training Room and dates are subject to change. Please refer to the [website for latest updates](#).
- You can choose to attend the individual module first and decide to join ADIP later before the start of mentoring and networking support starts.
- Exemption of similar modules available for ICDM public and Bespoke programmes. Supporting documents (e.g. certificate, email etc) required.

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Mentoring & Networking Support

- **One-on-one Mentoring by an ICDM Fellow**
 - Practical guidance and tips. New perspectives. Maturity in director effectiveness.
 - Visibility. Network building.
- **Mentees Sharing Sessions**
 - Thematic sharing session with a panel of seasoned directors who may include NRC chairs
- **Board Committee/Independent Directors Networking Sessions**
 - Dialogue with INEDs and regulators
- **NRC Networking Sessions**
 - Meet and greet the directors and governance professionals in board nomination work.
 - On a complimentary and non-guaranteed basis, ICDM opens doors to ADIP participants for directorship opportunities with either but not limited to established startups, foundations (as a trustee), SMEs, NGOs, private limited companies, non-listed companies, universities, etc. This can come with fiduciary duties or as a board observer or as an independent contributor via a board committee, all on a voluntary basis.
 - Directorship opportunity depends on the successful matching of your experience and the needs of the organisation, and it may take an extended period of up to 6 months after graduation, on a non-guaranteed basis. This will not impact the ADIP graduation timeline.

Aspiring Directors Immersion Programme (ADIP)

Testimonial

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Dr. Wan Khatina binti Wan Mohd Nawawi

An affiliate since mid-2020 with expertise in economics and strategic advisory services. Successfully appointed as an independent Finance Committee member for an international NGO, Musawah, while completing ADIP.

I like the ADIP for the following reasons:

Module-based learning- practical for people like me who work full-time. Also, since I joined the programme during the Covid-19 pandemic period, classes were done virtually, which made it convenient as learning was not compromised despite the lockdown periods.

Comprehensive subject areas - I was exposed to the fundamental subject areas as taught in the first Module – Introduction to Corporate Directorship, as well as in Module 1: Strategy & Risk Management Oversight, to other perhaps, esoteric, but still relevant topics such as Module E: Preparing the Board for Digital Disruption and Module C: Creating a Resilient Organisation: Crisis and Incident Readiness.

Subject matter experts – the modules in the programme were led and taught by subject matter experts, both local and international.

Networking opportunities – I can interact and network with my fellow ADIP participants, as well as network with my mentor. I would never have had the opportunity to meet them without being in the programme in the first place.

I enjoyed the **Board Dynamics Bootcamp** – even though it was a simulation exercise of a Board meeting, it highlighted issues that I never thought of before – such as the importance in dealing with different personalities on Boards and how this could affect decision-makings.

But I thought the **Introduction to Corporate Directorship** was the most outstanding session that I attended as it was led by two subject matter experts, Cheryl Khor and Munir Abdul Aziz, who are not just knowledgeable but more importantly, passionate about their subject matters. This core session was successful in providing the basic building block to the other sessions and modules in the programme.

Aspiring Directors Immersion Programme (ADIP) Testimonial

Supported by



Jenifer Thien, ICDM

Furthered her directorship aspiration upon her return from the US with ICDM membership from early 2020. Joined ADIP when it was first launched in early 2021. Was successfully placed on UEM Edgenta, a listed board as an INED while ADIP was still ongoing.



Ahila Ganesan

Joined ADIP Cohort 1. Found the programme presents a systematic pathway toward her aspiration. Recently appointed to the board of Velesto Energy Berhad and UM Holdings Sdn Bhd, thanks to the mentoring and networking support of the programme.

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Investment Schedule

- Programme Fees: **RM18,000** per person, inclusive of membership fees and excluding 6% SST.
- Membership Admission

Category	One-Time Joining Fee	Annual Fee	Total Fee
Affiliate	RM500	RM300	RM800
Ordinary Member	RM500	RM500	RM1,000

- Payment Schedule (to be invoiced every 3 months and credit card facilities available):

1 st payment	1 st Payment	2 nd Payment	3 rd Payment	Final Payment	Total Fee
Membership Fees	RM3,500- RM3,700*	RM4,500*	RM4,500*	RM4,500*	RM18,000

* 6% SST applies

- For enrolment of 3 pax and above from the same company, a discount of RM1,000 per person will be accorded on the final payment.
- In the event of unforeseen circumstances where participant has to withdraw from the programme, a withdrawal cost equivalent to the attended/completed stage is applicable.

For enquiries on ADIP and membership, please reach out to:

Zack @ +60 17-377 3607 or zafril@icdm.com.my

Ida @ +60 12-252 9507 or faeaida@icdm.com.my / membership@icdm.com.my

Registration for **existing ICDM members**, please [click here](#).

For **non ICDM members**, please join the membership first by submitting your application online [here](#).