



WOBA

Women on Boards Adria

Board
Readiness
Programme



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Women on Boards Adria (WOBA) is a regional non-profit initiative founded in October 2023 to increase gender diversity in executive and non-executive leadership roles. As an umbrella association endorsed by renowned organisations such as European Women on Boards and Women at the Table—both instrumental in advocating for gender equality in boardrooms—WOBA is committed to promoting gender equality at decision-making levels.

The initiative collaborates with businesses, governments, and international institutions to enhance gender diversity within boards and C-suite roles of public-interest companies across the Adria region.

The **WOBA Board Readiness Programme** is a unique initiative designed for high-performing women aspiring to board positions, whether in Management or Supervisory Boards of their organisations. It combines practical lectures with first-hand coaching provided by WOBA ambassadors (current or former board members), academics, and other senior professionals. This programme goes beyond a typical executive course, offering peer-to-peer coaching sessions, networking events, and specialised courses that address challenges women may face in their professional lives.

Who is the ideal candidate for the programme?

High-performing mid-level women managers (with a minimum of 5–7 years of work experience and minimum 3 years of mid level managerial experience) aspiring to advance to management and/or supervisory board roles within their organizations. The programme is also valuable for experienced women leaders in leadership roles, including current C-level executives.

Key Learnings

1. Advance leadership skills for future roles

Participants will explore the principles of authentic leadership and the key differences between the leadership and management. The programme covers team management, creating a vision, and building strategies. Participants will learn how to lead change within their organisations.

2. Upgrade boardroom knowledge and expertise

Participants will develop financial literacy to excel in board settings. The programme will cover essential governance models and introduce key stakeholders. Participants will explore how to implement ESG practices in the boardroom, enhance communication skills, manage conflicts, and become skilled negotiators.

3. Expand self-awareness and understand the organisational context

Participants will learn to clarify their goals and identify their strengths and weaknesses. Understanding the organisational context is essential for building an effective strategy towards boardroom positions.

Learning Journey

Explore

- › On-site and online sessions (5 days: 2 in-person and 3 online).
- › Engage in thought-provoking sessions to explore personal identity and the context of your work environment.
- › Improve leadership skills through practical learning with experts from different segments and women leaders.
- › Acquire the practical expertise needed for authentic and modern leadership.

Consolidate

- › Wrap-up phase: Develop a strategy for progressing towards board membership.
- › Create a clear action plan to leverage strengths and address areas for improvement.

Connect

- › Networking and Peer-to-Peer Learning: Build meaningful connections with peers and experienced leaders.
- › Share experiences, exchange insights, and foster collaboration to support personal and professional growth.

Programme Structure

The Board Readiness Programme spans over five days, consisting of three in-person learning sessions, three mandatory online sessions, and optional sessions.

Start of the Course

The course begins with in-person training on 13th and 14th February 2025 in Sarajevo.

Dates for Online Training:

- › 27th February 2025
- › 6th March 2025
- › 13th March 2025
- › 20th March 2025 (optional)

Application Deadline

Applications will be accepted until 5th February 2025, COB.

For application and any queries please send an email to nevena@wobadria.org with your contact details and our team will contact you promptly

Please note: Payments are processed via invoice.

Lecturers

The Board Readiness Programme brings together a distinguished group of professionals, each offering unique expertise to enrich the learning experience:

- › **Sanela Pašić:** University professor and banking executive with 26 years of banking experience, of which 20 years in board positions with different international banking groups. Following a career of serving on Management boards, she currently serves on the Supervisory Boards of corporations across four countries. In addition to extensive leadership experience, her roles in Boards yielded valuable and diverse perspectives of strategy, finance, risk management, restructuring and change management.
- › **Rikard Scoufias:** A board advisor and the non-executive chairman of Greece's national energy resources company. With over 20 years of international experience, Rikard is recognised for managing high-stakes political and stakeholder relations on five continents. He specialises in "licence to operate" risks, ESG strategies, and the energy transition.
- › **Maida Salom:** Brings 19 years of experience in banking and insurance, with a current focus on AI and GenAI's impact on business model innovation. As a former board member and co-founder/CEO of Zing.ba, she has deep expertise in business development, growth strategies, mergers, and digital transformation. Her credentials include an MBA from IEDC and certifications from IMD, MIT, and Harvard.
- › **Nadja Lutvikadić – Fočo:** With over 15 years of experience in media, public relations, corporate communications, and government affairs. Her expertise includes the creation and implementation of promotional campaigns, developing communications strategies, media relations, and reputation management.
- › **Tanja Mihajlovska Dimitrievska:** Tanja is a senior leader with over 20 years of international banking experience, specializing in audit and corporate governance. As a multi-disciplinary audit leader, she has successfully built and led audit teams across various sectors, including Corporate, Personal, Business, and Wealth Banking, as well as Third Party Risk, Change Management, and Behavioral Risk. Tanja's expertise extends to conducting fraud investigations and establishing the first Cultural Risk Audit team in London's banking industry.
- › **Elvir Muhić:** Has 24 years of experience in banking, of which 12 years as director of the Finance Sector. His focus is supporting the Bank's Management Board in managing shareholders' money through the analysis of financial statements, making business decisions (asset/liability management) and creating business plans.
- › **Andrew Jackson:** A Director of Stanton Marris and a seasoned consultant with over 30 years of experience in leadership, organisational development, and change management. He works with leadership teams across UK government departments, EU institutions, and private businesses, specialising in strategy facilitation, team development, and executive coaching.
- › **Zeynep Yalim Uzun:** A Non-Executive Director and Board Advisor specialising in business transformation, disruptive innovation, and sustainable growth. With global experience across the Americas, Europe, and Asia, she is adept at building high-performing teams, crafting purpose-driven strategies, and aligning operations with sustainability goals.
- › **Katarina Đulić:** A governance expert and university professor with a strong background in consulting and research. She specialises in corporate and fiscal governance, public financial management, and policy development, bringing valuable insights to governance and reform projects.

In-person Modules

Authentic Leadership

- › Setting personal and professional goals.
- › Understanding the organisational context.
- › Exploring the distinction between leadership and management.
- › Recognising common leadership challenges: Essentials of emotional intelligence.

Strategic Leadership

- › Effectively resolving conflicts and negotiating.
- › Driving change within an organisation.
- › Leading and managing teams.
- › Wrap-up exercise: Identifying key strengths and areas for improvement on the boardroom journey.

How to Brand and Position Oneself as an Ideal Board Candidate

- › Crafting a strong, authentic personal brand.
- › Aligning personal branding with the expectations and values of boardrooms.
- › Overview of key competencies sought by boards, such as leadership, strategic thinking, financial acumen, and ESG expertise.
- › Highlighting relevant experience in corporate governance, risk management, or sustainability.

Online Modules

- › Financial Literacy for the Boardroom: Basics of accounting and controlling, corporate finance, budgeting, and forecasting.
- › Corporate Governance and ESG in the Boardroom: Managing boards, stakeholder relationships, and ESG policies.
- › Crisis Management and Communication: Crisis prevention and recovery, clear communication under pressure, and managing stakeholders during crises.

Optional Topics

- › Creating Impactful Vision and Strategy: Defining vision, aligning with organisational values, and translating goals into strategies.
- › Wellbeing, Health, and Work-Life Balance: Building resilience, managing stress, and promoting team wellbeing.

Price: The total cost of the programme is €1,200.



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