



Neythri Board Readiness & Connections Program

Introduction

Boards of directors in both public and private companies have long lacked both gender and ethnic diversity. In recent years, as leaders in the investment community have taken note, with Blackrock, Vanguard and State Street leading the way, there has been a strong upsurge in governance discipline required of companies to ensure their boards reflect the community at large. As the evidence clearly demonstrates, more diversity in all aspects of a company correlates well with enhanced financial performance. Most recently, the SEC has approved a NASDAQ ruling that requires both ethnic diversity and gender diversity on boards of companies that will be listed on NASDAQ. And legislative bodies have been following the trend.



South Asian women have demonstrated success in many different industries and functional areas. And they are slowly becoming a presence on boards large and small. However, there is a long road ahead to bring more parity to the numbers, and Neythri thinks it is an important part of our charter to make more women aware of what it means to be on a board, and to educate and assist them in this journey as they prepare for it.

Board Readiness Program

Neythri's Board Readiness Program provides a comprehensive overview about public and private board roles at for-profit companies, with experts speaking on relevant topics, and panel discussions with board members, as well as active engagement in breakout groups (and some homework to work on one's own board documents).

We will be offering our Board Readiness program **three times annually** based on demand. The program is a series of four sessions, once every two weeks. Seats are limited in order to provide a high-quality experience.

The program is currently being offered on a complimentary basis exclusively to our Leadership Circle members. In the future, we plan to offer this session to our broader membership (priced at \$500)

The sessions are 2 hours each, on the following topics:

- Demystifying boards
- Starting the board journey
- Before you get on a board
- Activating YOUR plan

Our past sessions this year got rave reviews from the senior-level South Asian executives who attended, who rated it 5/5 and told us it was "**better than the ones that many of them have attended at Chief, at Athena Alliance, at How Women Lead**". The differentiating factors they cited included the unique combination of hearing from South Asian board members on panels, discussing and sharing their thoughts with other South Asian executives in breakouts, and hearing about different aspects from experts.

Board Connections

In 2022, we launched our Board Connections initiative, with ongoing outreach to those who place diverse talents on boards, to build awareness about our community of board-ready women. We have seen much interest in our population of board-ready candidates.

Our board connections partners include top retained search firms, private equity and venture firms, organizations focused on increased board diversity.

Some examples include:

- Top retained search firms: e.g. Russell Reynolds, Spencer Stuart, Egon Zehnder, Heidrick and Struggles
- Venture capital and private equity firms: e.g. Vista Equity Partners, Ares Management, Sequoia Capital, IVP
- Organizations focused on board diversity: e.g. HimforHer, Equilar, BoardList, Diligent

We also created and launched our always-up-to-date Neythri Board candidate database with extensive profiles for each candidate which is shared with each partner. We invite our partners to reach out directly to anyone in the Board candidate database. We update our partners on a periodic, regular basis regarding new board appointments for our members, and new potential candidates. We are confident that this enhanced visibility will provide mutual gain to our partners and our members who have an interest in board roles.

Testimonials



"This felt more personal and connected versus "listen and walkaway". Felt the care throughout the session."

"Refreshing to see this powerhouse collection of achievers come together and share their experiences and collective fears."



"It's a tightly orchestrated event and I liked that it moved fast including a break out."

"Neythri's board readiness workshop is preparing the best board members for tomorrow! So thoughtful, authentic, and pragmatic."



"It was inspiring to hear stories of "making it" from female South Asian women - they are trailblazers and if they can do it, I can do it!"



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Questions? Write to contact@neythri.org

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