

SIRDAR



Change your
business landscape

Applied Directorship Programme





Your journey to becoming a high-performing board member starts here.

The Applied Directorship Programme (ADP) upsills participants in terms of governance fundamentals, best boardroom practices, and legislative compliance, with learnings made practical through simulated board meetings.

Over 600 individuals – seasoned board members and those with no boardroom experience – have completed the programme and gone on to achieve great things with their learnings.





Being an effective director is about more than just theoretical knowledge; it is about understanding your role and effectively applying learnings. Therefore, the principles of gamification, simulated boardroom discussions and practical feedback are central to the programme.

Key journey **outcomes**

Join the programme and unlock the capabilities to lead with impact. You will master the following:

- 01 Master high-performance governance**
Discover what it takes to build and lead an effective, integrated high-performance board using proven governance methodologies.
- 02 Strengthen your directorship expertise**
Deepen your understanding of directors' duties, statutory obligations, and legal frameworks that underpin responsible leadership.
- 03 Take control of boardroom effectiveness**
Learn to navigate board meetings with confidence by leveraging governance tools such as board calendars, board papers, and other key documentation.
- 04 Turn insight into action**
Apply your knowledge in real-world scenarios through simulated board meetings and develop practical strategies to drive measurable value at board level.
- 05 Elevate your leadership potential**
Gain a clear view of your directorship strengths and areas for growth through the Contribution Compass profiler, your personalised roadmap to becoming an exceptional board contributor.



Who should **attend**

01 Aspiring directors

Enter the boardroom with confidence. Whether you're starting your journey or building on early board experience, position yourself as a recognised, future-focused contributor.

02 Up-and-coming leaders

You're already near the boardroom – now it's time to take your place at the table. Gain the knowledge, skills, and tools you need to amplify your influence and to step confidently into board-level responsibility.

03 Next-generation directors

Inheriting leadership is a privilege; owning it requires preparation. If you're primed to take over the family business, ensure that you build the strategic, governance, and leadership skills to support lasting success.

04 Experienced directors

The governance landscape is evolving, and you need to stay ahead of the curve. Future-proof your boardroom expertise and sharpen the skills that keep your voice influential and your vision relevant.

05 CEOs, entrepreneurs & founders

No matter how much experience you bring, the landscape continues to evolve. Ongoing education ensures that your expertise remains sharp, that your insights influence, and that you can shape the future with relevance and impact.





ADP is different

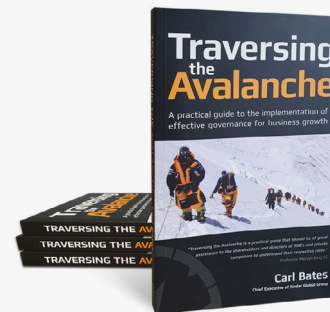
- ADP **demystifies jargon** and **removes complexity** from corporate governance, making it easy to understand.
- ADP **blends theory with practice** by leveraging interactive and engaging learning sessions – including simulated boardroom meetings – allowing you to put your skills to the test.
- ADP **develops key competencies** for serving on a board of directors:
 - Better understand corporate governance
 - Enhance your leadership skills
 - Improve your strategic thinking
 - Learn about risk governance and management
 - Improve on financial monitoring
- ADP is **personalised** for your needs as a director. You will receive a one-on-one consultation to help you to apply what you have learned to your specific situation.

Programme structure

- Module 01 | Foundations
- Module 02 | The Board Team
- Module 03 | Strategy and Direction
- Module 04 | Organisational Culture
- Module 05 | Effective Leadership
- Module 06 | Stakeholder Engagement
- Module 07 | Shareholder Returns
- Module 08 | Risk Management and Compliance
- Module 09 | Financial Results
- Module 10 | Evaluation and Improvement
- Module 11 | Overview and Reflection

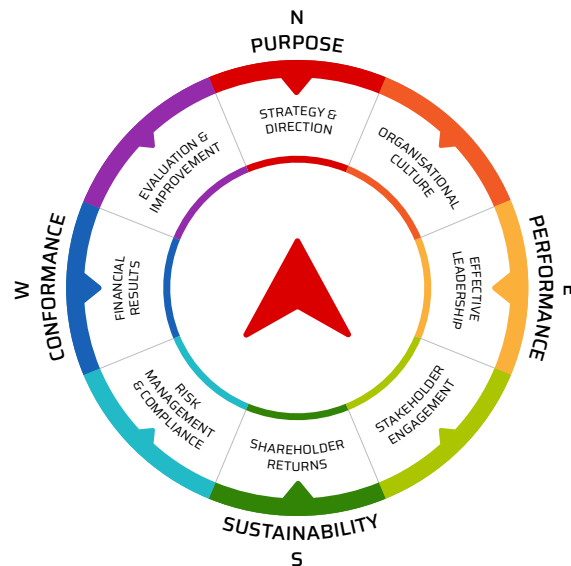
Beyond only a learning programme

- Receive a copy of *Traversing the Avalanche* by Carl Bates
- Gain insight into the natural energy (area of maximum contribution) that you bring to a board through the *Contribution Compass profiler*
- Qualify for *Institute of Directors South Africa membership*
- Experience OnBoard's board management platform during sessions
- Gain 64 Continuous Professional Development (CPD) points





Methodology



The **Sirdar Governance Compass** forms the foundation of everything that we do. Bearing the purpose in mind by creating an effective strategy and setting the direction is just the beginning. Being truly high-performing requires focus on all eight dimensions of the compass, which is why sessions are dedicated to unpacking what each involves in detail.



The **Sirdar Management Compass** takes the Sirdar Governance Compass a step further by highlighting what each dimension requires from a functional point of view. Focusing on these outputs supports achieving goals. We help you to place sufficient focus on each dimension and by regularly gauging performance, you are able to achieve your objectives given your unique circumstances as a high-performing board.



Contribution Compass is a powerful personal and team profiling methodology that aims to have every member of your team in their zone of flow. Through maximising flow and natural energy (area of maximum contribution) in your board and family business, you can maximise everyone's contribution and engagement. Understanding everybody's profiles indicates what skills, knowledge and experience is potentially lacking around the boardroom table thereby determining the ideal profile of a new director, and unlocks true potential.

Invest in your **directorship** future

If you are committed to elevating yourself as a director, email caryn@enshrineplacements.com or michele@enshrineplacements.com to find out more about investment amounts.



Application **process**

- Step 01** Complete the application
- Step 02** Choose your payment plan
- Step 03** Commence on-boarding process
- Step 04** Join the next cohort

Payment Terms and Conditions

A deposit is due on acceptance of application with two payment structures available to choose from. Once 12 participants have been accepted for the programme, the dates are finalised and communicated to you and the deposit is no longer refundable. A strict 25 percent cancellation fee from six weeks prior to commencement (after dates have been confirmed) applies. The applicant is liable for the full investment regardless of attendance or completion post commencement of the course. Each participant will be required to attend classes and successfully complete all resources and assignments as indicated on module outlines. The minimum attendance requirements allow for a maximum of two sessions to be missed by any participant.



Clients



“The journey from a founder, owner to implementing a board has been amazing and it has guided me to a step by step process of improving my company and also helped me grow personally to change my company and myself. Thank you for an amazing thoughtful programme.”

Avni Rach | *Managing Director, Healthy U 2000, Kenya*

The ADP has sharpened my strategic thinking and strengthened my understanding of governance, risk, and financial oversight, enabling me to contribute more effectively to board discussions. It has also improved my confidence to ask the right questions, challenge assumptions constructively, and support sound decision-making. Overall, the program has equipped me to add meaningful value as a director going forward.

Joseph Akl | *General Manager of Qualiplast Ltd., Ghana*

Undertaking the Sirdar Applied Directorship Programme has further equipped me with skills that will serve my clients. Over the course of the programme, there was an incredible amount of in-depth practical learnings that further deepened my knowledge of both business and the boardroom. The quality of the material and the delivery thereof paired with the online educational training was exceptional. The most valuable aspect of the blended learning was the in-session board meetings covering every critical aspect of board performance. I have no hesitation whatsoever in recommending the Sirdar Applied Directorship Programme.

Julie Davis | *Leadership and Team Growth Coach, Agent Dynamics, Australia*

The Applied Directorship Programme has been invaluable in equipping me with the essential tools and knowledge to excel in the boardroom. The focus on strategic thinking, risk management, and corporate governance has significantly enhanced my ability to contribute meaningfully to board discussions. Additionally, the practical exercises and case studies have provided me with real-world insights that I can apply to my board roles

Soorya Oogarah | *Managing Director of Rogers Aviation, Mauritius*

My participation in this board directorship course was a valuable experience, primarily due to the opportunity it presented for engaging with seasoned professionals and like-minded business owners and senior executives.

Suleiman Hatoum | *Board Member, Chief HR & IT Officer of Intropa Group, Belgium*

It's a must... Anyone who holds a director title needs to put themselves through this type of learning curve – to know what to expect [and] understand what your role as a director is.

Christos Gerasis | *CEO of Apex Cordset Technologies, South Africa*

About Sirdar

Sirdar partners with boards and businesses of any size to navigate their unique journey of improved performance. Our solutions include board implementation, advisory services, board diagnostics and evaluations, governance education, as well as appointment of directors and executives.

As a truly invested boardroom partner, we have positively impacted a multitude of boardrooms globally.

noun GUIDE | noun: sirdar

'Sirdar' is the name given to the lead Sherpa on a mountain expedition. Where others view a high mountain as a great challenge or an insurmountable obstacle, the Sirdar sees it as a clear path of opportunity.

The Sirdar builds the right team, chooses the correct route and knows when to go for the summit.



Our Global Reach



18-year
legacy

44
countries

700+
boardrooms
impacted

Working across the globe, Sirdar has team members based in South Africa, Australia, Ghana, Kenya, Mauritius, New Zealand, Nigeria and Tanzania.

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About Enshrine

Enshrine Placements is the official Africa & Middle East office of ENEX Global Executive Search, one of the world's leading independent executive search networks with 50+ offices across five continents.

We specialise in executive and technical leadership placements across Africa's key industries, combining deep local market knowledge with global reach and resources.

Our Promise:

Enshrine your career. Re-engineer your life's journey.

For you, for me, for nature, for humanity.



SIRDAR



Partner with us to expedite
your **journey to the summit.**

Australia Ghana Kenya Mauritius New Zealand Nigeria South Africa Tanzania

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