



Director Readiness Development Package

A programme designed to strengthen board-level contribution and organisational impact.

Stepping into a unitary board role requires more than operational excellence. It demands the ability to think systemically, exercise sound judgement and contribute to decisions that influence the long-term performance and resilience of the organisation.

This programme equips leaders with the strategic clarity, governance capability and behavioural discipline required to operate effectively at board level.

M: 07872 921599 | E: catherineharrison9@gmail.com |

W: www.catherineharrisoncoach.com



Offer:

Two 60-minute modules of 121 training:

1. Understanding the Work of a Unitary Board

A structured exploration of the essentials that drive board effectiveness, including:

- The purpose, remit and governance responsibilities of a unitary board
- How strategy, performance, risk and culture are overseen at board level
- The dynamics that enable or inhibit high-quality decision-making
- Ethical expectations and the wider governance landscape.

This provides leaders with a clear framework for how boards operate and the standards they must contribute to.

2. Mindset Shifts for Senior-to-Director Transition

To operate at board level, leaders must shift from functional bias to organisational stewardship. Key shifts include:

- From defending a function → to balancing enterprise-wide priorities
- From operational detail → to strategic insight and oversight
- From expert authority → to shared, evidence-informed judgement
- From hierarchy → to peer-level challenge and collaboration

The focus is on developing the judgement and strategic perspective that directly influence board outcomes.

3. Supported by longer term 121 coaching support across five sessions

A tailored coaching partnership designed to strengthen:

- Strategic influence and contribution in senior governance settings
- Decision-making in complex, high-stakes environments
- Boardroom presence and credibility
- Constructive challenge and high-quality questioning
- Values-aligned leadership and ethical judgement

Supports leaders to convert insight into measurable impact in their organisational context.

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Impact:

For participants

- Greater clarity and confidence in contributing to board discussions
- Stronger ability to influence strategy, risk and organisational direction
- Improved decision quality in ambiguous or contested situations
- A credible and mature board-readiness presence.

For organisations

- A more robust pipeline of leaders equipped for governance roles
- Higher-quality conversations at the most senior levels
- Reduced behavioural and decision-making risks
- Greater alignment between strategy, culture and governance expectations.

Pricing

121 sessions on board fundamentals and board mindsets with five coaching sessions:

£5,950 (no VAT)

Catherine Harrison

Executive Coach and Leadership Strategist

Enabling leaders to become powerful, not just competent



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