

The Productivity Programme Programme FAQs



BAE SYSTEMS

Proud partner of Be the Business

What we will give you

Your own advisory board for six months

- We'll match you with an advisory board of leaders and senior managers from successful firms – with a range of specialisms like finance, marketing, operations and HR.

Two one-to-one mentoring sessions

- We'll pair you with a member of your advisory board for two separate one-to-one mentoring sessions outside of your board meetings, giving you the ability to work on particular areas of focus in more detail.

Access to online peer sessions

- We run regular interactive learning sessions with peers and experts. All hosted online, these sessions cover a range of business topics and give you access to people navigating similar challenges.

What we will need from you

- Attendance of monthly meetings for six months
- You'll have four 90-minute advisory board and two one-to-one mentoring meetings. This will require you to prepare ahead of time so the experts you're paired with are able to provide informed advice and guidance.
- A desire to improve your business

- The volunteers who will serve as your board have given up their time to be an impartial sounding board for your business, so we ask that you be open to learning and seeking other points of view.

What our board members bring to the table

- Specialist knowledge and experience to help you solve challenges
- Act as an impartial sounding board for new plans or ideas
- Bring to bear their unique experiences from decades of real-life experiences in a variety of sectors
- Unlock thinking on your chosen goals or challenges, for instance they could
 - Help you execute plans and create sustainable growth
 - Provide clarity on strategic direction by challenging your thinking
 - Suggest structures to improve accountability

What will it cost me

The RRP of The Productivity Programme is £1,795 for 6 months (may be subject to change). However, in this case, BAE Systems is generously covering the entire cost of this opportunity for you.

What preparation do I need to do?

At least one week before each session you will complete a simple managing directors report that will outline any headline performance information and the challenge or opportunity you would like to discuss with the board.

How are the board sessions structured?

Each board session runs for 90-minutes with a set agenda that begins with a business performance update, before a discussion of the 'challenge' or 'opportunity' you would like the board's support and input on. This could be something wide ranging and strategic, or very specific and focused. These will be followed up with two mentoring sessions in the fourth and sixth month.

The first session is an introductory one where you also spend time getting to know one another and using the session for the board to understand your main priorities. We will provide a coordinator for your board who will schedule meetings, send out agendas and capture minutes and actions on your behalf.

What happens once I've applied?

Once accepted you will be asked for further information on your goals and availability. You will then be matched with a board, usually within a few weeks. Your board will be a group of 4, and we try to ensure there is a good sector, career stage and specialism balance.

When is the first session with my board?

After you have been provided with a board our coordinator will get in touch with you to begin scheduling your first session.

What are the motivations of individuals joining a board to support me?

Board members are enthusiastic individuals with a wealth of experience who not only want to support the success of small

businesses, but also experience new challenges themselves. The board members are there to provide insights, different perspectives and share their experiences, but you do not have to act upon any actions they suggest.

Can I contact our board members outside of the four meetings?

Board members make a commitment to attend four meetings with your business throughout the programme. With that said, some board members might be keen to work with you on specific challenges outside of the four sessions. We do not ask them to commit to this, but in our experience, many are happy to provide some extra support outside of the meetings.

Do I have an opportunity to veto my board allocation?

We try to manage any conflict of interest during the matching stage, and you will receive a brief of your board members ahead of your first meeting. However, we aim to take all concerns into consideration.

Do the board members become actual members of my business?

The Productivity Programme is intended to be a 'taster' experience of having your own board. The board members who will be working with you will not become legal board members of your business, rather, they will be providing you with non-executive 'style' support.

Is there a non-disclosure agreement in place to maintain confidentiality?

Yes. Each member signs an NDA to say they won't disclose anything covered within the business. You have the power to decide what information you want to disclose. The governance around confidentiality is provided through NDA and liability agreements.

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