



REAL ESTATE BOARD MASTERCLASS SERIES



WPN Cohort #1 proudly
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1. INTRODUCTION

The Women’s Property Network is delighted to collaborate with the 30% Club on this inaugural Real Estate Board Masterclass Series (an initiative of Business Engage). The Real Estate Board Masterclass Series is targeted at senior female professionals in the real estate industry and is aimed at accelerating their readiness to meaningfully participate on boards of JSE listed companies.

The WPN is offering its members the opportunity to become part of the very first cohort of the REBMS which will ideally comprise no more than 20 WPN members. The candidates will go through an application process followed by an adjudication process by a panel of respected professionals including those in the real estate industry.

WPN will contribute 50% of the fee to all WPN members selected to participate. Members will be liable for the balance of the fee

- 1.01

Business Engage has extensive experience in driving the gender mainstreaming agenda and the Real Estate Board Masterclass Series is one of the initiatives to contribute towards accelerating women participation in South African Boards to reach the 30% aspiration, whilst at the same time acknowledging the next generation of male leaders and promoting Corporate Gender Intelligence.

Corporate Gender Intelligence

The aptitude of an organisation to acknowledge the business case for gender mainstreaming and the ability to acquire and apply the necessary knowledge, skills and processes to harness such qualities.
- 1.02

In September 2018 Business Engage published the first STATE OF GENDER ON JSE LISTED BOARDS 2017 - A study of the opportunities for gender balancing the boards of companies listed on the Johannesburg Stock Exchange. The main finding of the research was that there are 84 board opportunities for women on JSE listed board in 62 companies.
- 1.03

There are many Women on Boards programmes in the marketplace. This is not one of them, instead this is a practical board series aimed mainly at women; although men are invited and encouraged to apply. The BMS integrates the experience and knowledge of 30% Club members and is supplemented by presenters who are experts in their chosen field.
- 1.04

The Real Estate BMS is a mixture of “technicalities” of being on a board (governance, understanding of roles, knowledge of the Companies Act etc.) and the “merits” (functional knowledge and experience, required skill sets, aptitude etc.)

- 1.05

Added to the technicalities and the merits is the networking and business interaction. It is pointless being the best person who has yet to be placed on a board if nobody knows who you are. The Real Estate BMS fully integrates with the Business Engage BoardWalk programme. To date, eight high profile board and / or trustee appointments have been made through this process with more in the pipeline.
- 1.06

Finally, there is no pass or fail. It is incumbent upon on the cohort to maximise the opportunities presented to them.

2. MOTIVATION FOR INCLUSION IN THE REAL ESTATE BMS

- 2.01

Individuals, or organisations on behalf of individuals, are invited to apply in writing for inclusion in the Real Estate BMS stating why they believe that they are sufficiently experienced and capacitated to undergo this series and by extension, be suitable for board positions in the foreseeable future.

Important note: It is not business as usual out there today. Individuals should not be put off by the status quo. The board of tomorrow will in all probability be very different to the board of today. The cohorts should be prepared to be a fundamental part of that change.
- 2.02

The motivation should be in the form of a precis not exceeding 1,000 words. The precis may include;

 - Current position and experience
 - Any board positions currently obtained
 - Personal attributes
 - Any other relevant information
- 2.03

Whilst there is no set criteria for inclusion onto the Real Estate BMS, mainly to avoid stereotyping, the applicant is expected to apply their mind to commitment required for both the series and future possible board appointments and self-reflect on their aptness.
- 2.04

The motivation should include a sentence that the applicant understands the extent of the series and commits in good faith, bar reasonable unforeseen circumstances, to complete the series taking into account current and predictable work, family and other obligations.

3. ADJUDICATION PANEL

- 3.01 An adjudication panel of a maximum of six experienced and well respected individuals, including those in the real estate industry, will assess the motivations for inclusion into the BMS generally based on the written submission. Follow up telephonic information may also be required.

4. TOPICS

- 4.02 Cohorts are required to attend at least 80% of the modules, and may catch up to those missed.

5. REAL ESTATE MASTERCLASS PRESENTERS

- 5.01 The Real Estate Board Masterclass presenters are a combination of Business Engage / 30% Club members as well as experts in the real estate industry and other related fields.

See <https://www.businessengage.co.za/board-masterclass-series/>

6. VENUE

- 6.01 The Real Estate Masterclass Series evenings since lock down are hosted online on MS Teams.

7. TIMEFRAME

- 7.01 The seventh Cohort of the BMS commences in August 2021, and continues for a period of one year.
- 7.02 30 Masterclasses are available. Each Masterclass is approximately 4 hours long, generally from 16h00 to 20h00. These are intermittently spaced during the course of the year.
- 7.03 A new Real Estate Board Masterclass Series will commence every 6 months
- 7.04 There will be no Masterclasses during December or the first half of January.

8. BOARDWALK

- 8.01 The Real Estate BMS is complementary to the established Business Engage BoardWalk programme.
- 8.02 Whilst not a requirement, it is strongly advised that Real Estate BMS cohorts attend the BoardWalk events, space permitting.





10. COSTS

- 9.01 The cost of the Real Estate BMS is R15,750.00 plus V.A.T in total which may be paid upfront, intermittently or monthly. Payfast is the payment gateway used.
- 9.02 The cost includes any material content provided and approved for distribution by the presenters.
- 9.03 The cost excludes attendance at any BoardWalk event and any ad hoc event for which a charge is levied.

KEY OBJECTIVES OF THE REAL ESTATE BOARD MASTERCLASS

1

Accelerate board readiness for those with potential to join senior leadership or board roles within a 1 to 3 year period

2

Create a pool/ pipeline of leaders ready to take on senior leader / board roles as and when they become available

3

Provide critical experiences that allow potential board candidates to acquire capability prior to being appointed onto boards

4

Provide opportunities for participants to develop or consolidate leadership behaviours critical to be successful in senior leader/ board roles

5

Provide participants with exposure & understanding of topics to be familiar with when preparing for senior leader / board roles

6

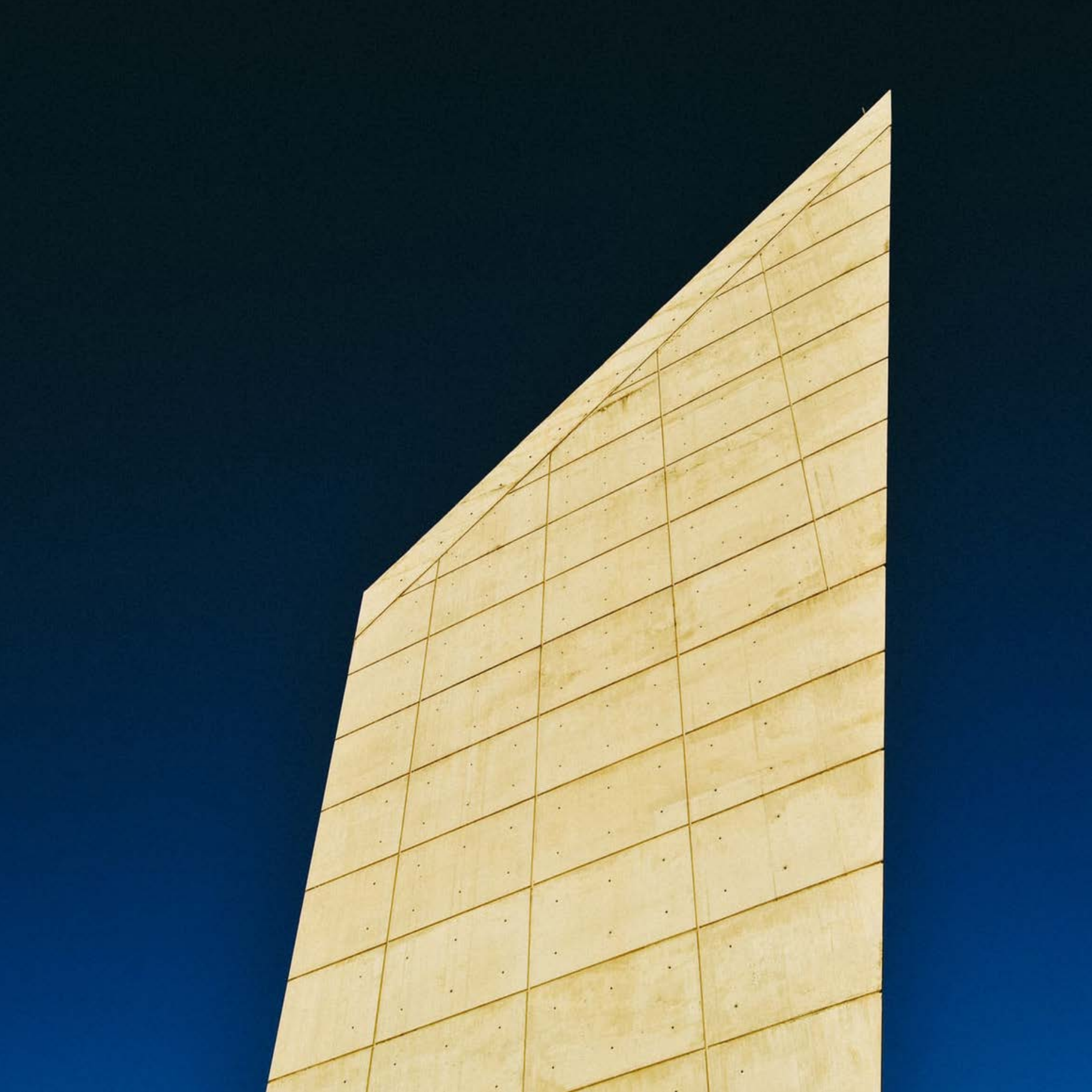
Provide participants with networking opportunities and exposure to leaders already in board roles

7

To instil in participants the ethos to be leaders outside of their working environment for the benefit of society and the economy holistically

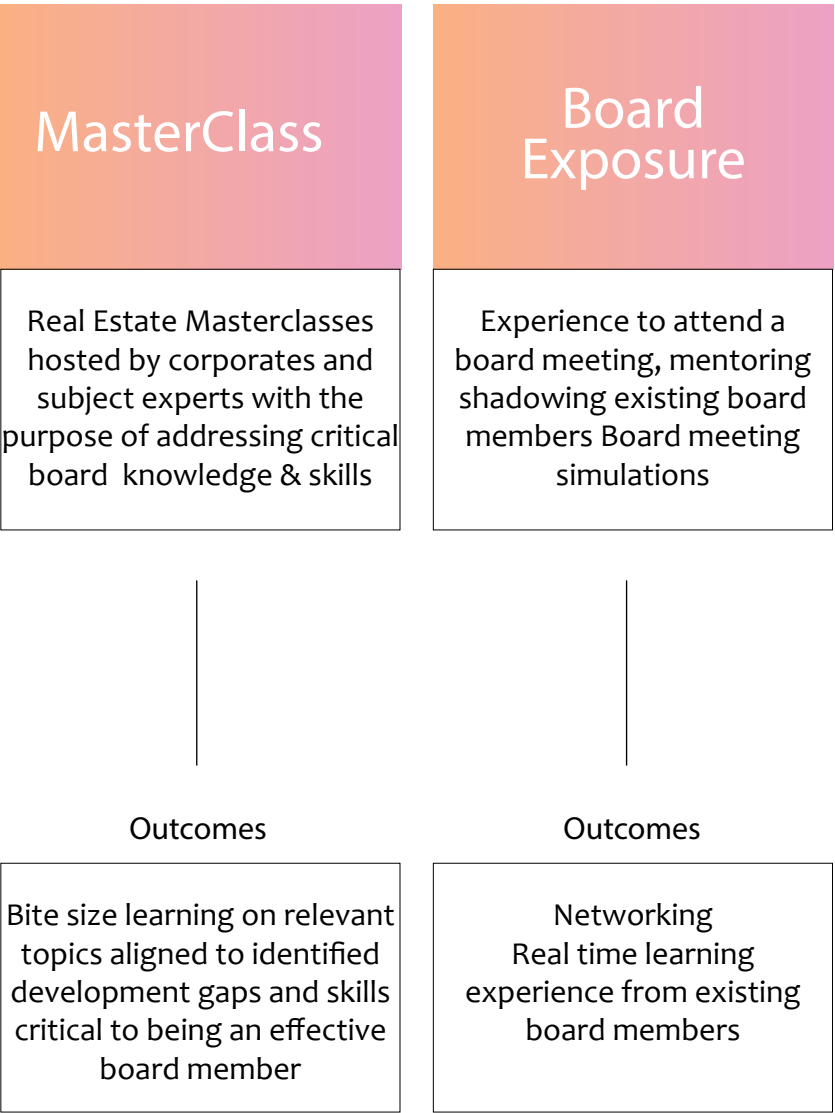
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Provide opportunities for JSE- and non-JSE listed organisations, both for profit and non-profit to access quality leaders and decision makers



KEY MASTERCLASS COMPONENTS BASED ON DESIRED OUTCOMES

What the Real Estate Board Masterclass Series will focus on :



Business Engage / 30% Club reserves the right to change the topic / presenter / and or the content of the topic as it deems fit to enhance the quality and balance of the overall series.

ABOUT BUSINESS ENGAGE AND THE 30% CLUB SOUTHERN AFRICA

Business Engage Association NPC is a non-profit membership-based organisation established in 2005. It is an exciting and inventive organisation at the forefront of strategic thinking on gender mainstreaming in the private sector.

Visit www.businessengage.co.za

The 30% Club is an international group of Chairmen, CEOs and senior partners of private sector organisations that are committed to bringing more women onto boards because they believe it's good for the overall effectiveness of the boardroom – and therefore good for business. Focus is also placed on the pipeline development to create sustainable change.

Business Engage has been appointed as custodians for Southern Africa and East Africa

Visit <https://30percentclub.org/about/chapters/southern-africa>

ABOUT THE WOMEN'S PROPERTY NETWORK

Established in 2000, the Women's Property Network's primary mandate is to provide a platform for women in the commercial property industry and to advance the meaningful participation of women along the full property value chain.

Visit www.wpn.co.za

FOR MORE INFORMATION CONTACT :

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www.businessengage.co.za/board-masterclass-series/



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