

Board matching

The background features a dark teal color with scattered white and yellow geometric shapes, including triangles and polygons. A prominent white, jagged shape resembling a mountain range or a stylized map outline runs diagonally across the center. A dark teal road with a dashed yellow center line winds through this white shape. A small red car is positioned on the road, facing towards the right side of the image.

ScaleUpNation

Finding the right scale-up board members

Board matching. It takes two to tango. Adding a new board member requires profiling the CEO and existing Board as much as profiling the new one to be searched for. First of all, what are the strengths and development needs of the CEO and to which degree is he or she coachable, and what is his or her interaction and influence style? For instance, many CEOs of early-stage scale-ups struggle with the transition from founder to CEO and with strategy development as well as people leadership. If that is indeed the case, the Board needs to be well versed in coaching on these elements.

Board alignment and chemistry. A board is more than the sum of the parts. Alignment and chemistry are at least as important as the individual competencies. Research on Board effectiveness of scale-ups shows that boards need to be aligned on vision, on strategy and on coachability of the CEO. The chemistry comes from each board member being up-to-speed, with access to well synthesized information, following a CEO-led agenda and engaging in problem solving and opportunity identification. Properly onboarding a new board member and ensuring board alignment are therefore critical elements of any board matching process.

To ensure scale-ups have highly effective Boards, we **offer a comprehensive matching service** for scale-ups. The matching service includes:

- Profiling the CEO and the current Board (based on online assessment);
- Integrating your requirements with the effective board member criteria, and achieving consensus on this with CEO and board;
- Pre-selection of 3 candidates primarily from our own community of certified alumni of our ScaleUpBoard program;
- Discussion of each candidate with CEO and Board before and after the interviews you will conduct;

The professional fees amount to 5.000 – 15.000 euro per match (inc. expenses, excl. VAT), depending on the compensation fee for the supervisory board member. In case, during the process you decide to select a candidate from your own network, we will invoice 50% of the professional fee.

Board matching service

Board members

Follow the ScaleUpBoard program to get certified

Make your personal board profile and get listed in our database

Get matched

You have completed the ScaleUpBoard program, and what now? With this board matching service, we can support you in finding your (first) board position at a scale-up that needs your expertise, experience or skills. We will find you tailor-made matches, that are fitting with your board profile.

Scaling ventures

Based on your needs, create the a profile for your dream board member

Find out your scaling priorities with the ScaleUpScan

The board matching service will support you in finding a certified scale-up board member. All board members in our database have finalized the ScaleUpBoard program, and are therefore experienced in scale-up governance. This is the way forward to set up strong governance for your growing business, find board members that bring the right skills and experience, and that understand the roles and duties of being a propelling board member.



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For further information, please
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