

Board Education

In addition to formal Director Orientation, The Co-operators Board of Directors dedicates two days each year to board education and includes regular educational presentations in its meetings throughout the year. Director Orientation and Orientation II sessions were provided in 2018 to support new director onboarding. New directors were offered the option of an assigned mentor to support their introduction to The Co-operators.

The board implemented and participated in a Director Development Program (DDP) from 2013 – 2016 as a strategic pillar of its approach to overall board effectiveness. The DDP was a customized, competency-based program built for board, by the board. The program included a launch event followed by eight modules focused on subjects germane to the business, director core competencies and governance responsibilities of the board. The DDP's capstone module was a board simulation activity that provided an opportunity to showcase director skill development over the duration of the program. An independent, third-party evaluation of the DDP was conducted to assess the effectiveness of the program and inform future board and director development.

In 2017, a Director and Board Development Learning Pathway was introduced that looks at all director and board education activities as parts of a whole. The program seeks to use the biannual board education days to maintain focus on core competencies and introduce new content, while developing and offering new approaches to learning that are customizable to directors based on their individual backgrounds and experiences. The customized approach to training and development encourages director participation in a variety of activities, including but not limited to individual training and development events, webinars, committee education sessions, mentorship programs, and accredited designations. A comprehensive calendar highlighting external education opportunities was introduced in 2017 and is regularly updated to support and encourage independent training and development activities.

The biannual board education days focus on subjects relevant to the business environment, including corporate and co-operative perspectives, delivered by both internal and external subject matter experts. The 2018 subjects included:

- A Cyber Crisis Simulation Exercise;
- The Co-operators Major Incident Management Strategy;
- The Co-operators Client Ecosystem;
- The Ontario Auto Insurance Market;
- The Co-operators Partnership with Enactus Canada;
- Five Critical Things Every Co-operative Leader Should Know; and
- Third Party and Outsourcing Risk.