



# **NON- EXECUTIVE PLACEMENT SCHEME**

**FOR HOST COMPANIES  
2025**

# AT A GLANCE

## **WHO ARE TRANSPIRE GLOBAL AND WHAT IS THE STEPPING STONES PROGRAMME?**

Transpire Global connects future-focused companies with qualified board talent. Its seven-step Stepping Stones Programme prepares aspiring Non-Executive Directors to leverage their experience and get board ready.

## **WHAT IS A NON-EXECUTIVE DIRECTOR?**

NEDs are independent board members who bring external insight and strategic guidance to a company.

## **WHAT WILL BEING A HOST COMPANY INVOLVE AND WHAT ARE THE BENEFITS?**

Host companies offer a three-month board placement to a Stepping Stones graduate. The NED contributes fresh ideas and strategic input—at no cost. Time commitment is flexible.

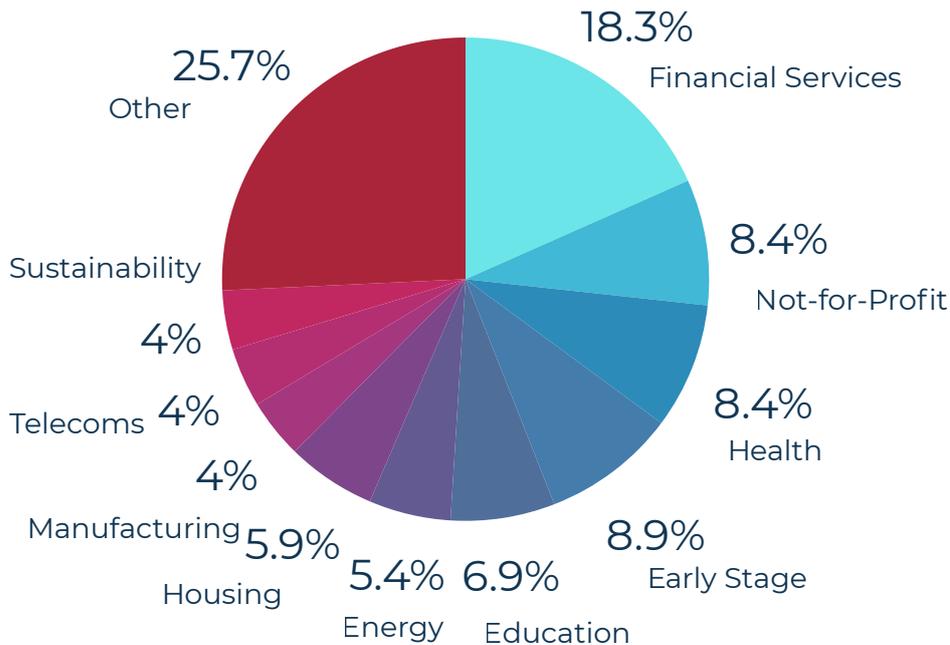
## **HOW CAN YOU REGISTER TO BE A HOST COMPANY?**

Any UK-based company, in any industry, can apply to host.

[To register your business as a host-company, please follow this link.](#)

# TRANSPIRE GLOBAL

## BOARDS SERVED BY OUR ACTIVE MEMBERS, BY SECTOR



**43 NEW NED, BOARD, ADVISORY OR TRUSTEE ROLES IN THE LAST TWO YEARS**

**NETWORK GROWTH – FROM 20 TO 200**

**>20 EVENTS IN 2024 OVER 400 TICKETS SOLD WITH 30 BOARD THOUGHT LEADERS**

**37 STEPPING STONES ALUMNI ACROSS 5 COHORTS + 7 IN OUR CURRENT COHORT**

“Very grateful to you Tony for presenting us with such a good range of options for Polychord’s first Independent Director”

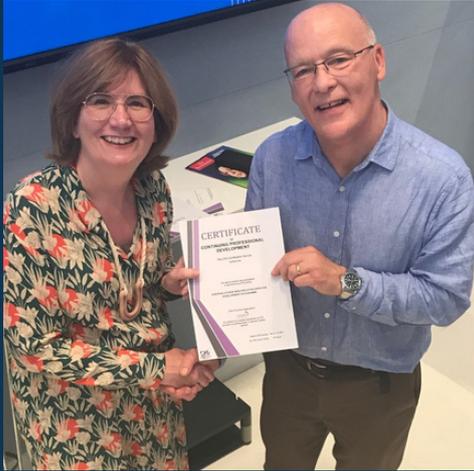
**Mike Handley, CEO [Polychord Limited](#)**

“With your support and with the other NEDs, I felt the most supported I’ve ever felt on my entire entrepreneur journey. Not just getting the right advice and guidance for the company, but also for my own professional and personal development. An essential milestone.”

**André Skepple, Founder of FullSpektrum®**

Listen to André explain how Transpire Global qualified Chair Marla Ubhi supported both his own personal development and the development of the [business here](#).

# OUR PROGRAMME



As part of Transpire's **Stepping Stones** **Non-Executive Director (NED) training programme**, we are looking for SME businesses who are willing to offer a three-month placement on their board of directors to one of our Stepping Stones graduates.



The graduates have taken part in a three-month course to enhance their existing skills in order to become a Non Executive Director (NED) supporting SMEs.



The placement gives graduates first-hand experience in the role whilst offering your organisation the chance to access fresh new ideas and perspectives in their boardroom from someone with extensive industry experience.

Your SME will receive the benefit of working with a potential Non-Executive Director for three months, at no cost or long-term commitment to the business.

# THE PROGRAMME PROCESS

## STEPS 0 TO 3

### Live sessions

In-person Meet and Greet in London

Step 1 - Meet a NED

Step 2 - Governance Fundamentals

Step 3 - Finance Fundamentals

### Graduates understand:

What it is they're getting into - they are encouraged to examine their motivations

The basics of finance and governance (without which no one should be let loose on any board!)

## STEPS 4 AND 5

### Live sessions

Step 4 - Building a Personal Strategic Perspective

Step 5 - Building a Board Ready CV

### Graduates understand:

What their NED offer **could** look like and what they want it to look like

How to demonstrate the value they add to boards in a recognizable Board CV

## STEPS 6 AND 7

### Live sessions

Step 6 - Case Studies

Step 7 - Bringing it all Together

In-person graduation!

### Graduates understand:

How boards might deal with challenging situations

How to take their NED offer to market and how their network is key to this



*Some of our Stepping Stones Alumni at RSA House, London.*

# WHAT IS A NON-EXECUTIVE DIRECTOR?

NEDs are independent members of the board of directors, brought in from outside your organisation.

As they are detached from the day-to-day running of your business, they provide unique and unbiased insights.

Their fresh perspectives on a range of business areas can help challenge the way your organisation thinks, runs and approaches its future.

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# WHAT WILL BEING A HOST-COMPANY INVOLVE?

As a NED host-company you will be offering a three-month placement on your board to one of the graduates of the Stepping Stones NED development programme.

During the three months the NEDs are expected to contribute actively to your business at board level. What your company seeks to achieve from the placement is at your discretion.

The activities should be relevant to the graduate developing their understanding of the workings of a board and give them the opportunity to deploy their board level skills. For example, overseeing a board-level project or establishing a new board committee as well as attending board meetings.

The time commitment is subject to discussion, but four to six days over the three months is typical.

There are no financial costs involved. It is entirely at your discretion to offer travel expenses.

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# WHAT ARE THE BENEFITS FOR YOUR ORGANISATION?

You will experience first-hand the value an external NED brings to your organisation.

Your organisation will benefit from the wisdom of an experienced corporate executive who is committed to helping guide your Corporate Governance.

## WHO IS ELIGIBLE?

Ideally, we are looking for SMEs that already have a board that meets regularly. Your organisation should be looking to grow and seeking to benefit from external knowledge and wisdom.

Host-companies can be in any industry and be based in any region in the UK.



*Some of our Stepping Stones Alumni at RSA House, London.*



# OUR GRADUATES

Many businesses have benefited from the wide range of backgrounds, knowledge and skills that our graduates possess.

All our graduates have either worked in large corporate organisations, managed large teams and experienced the benefits of good corporate governance, or are entrepreneurs who have previously grown their own company.

**André Skepple**, Founder of **FullSpektrum®** explains how Stepping Stones Alumna Marla Ubhi as Chair has supported both his own personal development and the development of the business:

**‘WITH YOUR SUPPORT AND WITH THE OTHER NEDS, I FELT THE MOST SUPPORTED I’VE EVER FELT ON MY ENTIRE ENTREPRENEUR JOURNEY. NOT JUST GETTING THE RIGHT ADVICE AND GUIDANCE FOR THE COMPANY, BUT ALSO FOR MY OWN PROFESSIONAL AND PERSONAL DEVELOPMENT. IT WAS AN ESSENTIAL MILESTONE’**

# REGISTER YOUR INTEREST

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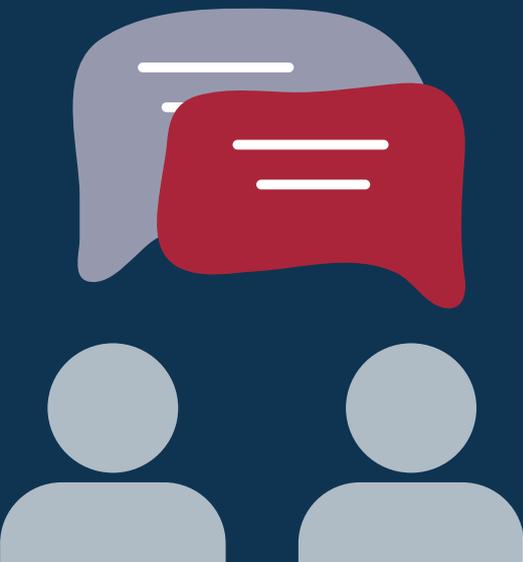
We will look to partner you with the right graduate NED for your organisation and will discuss the placement options with you in advance.

We will ask all parties to sign a legal agreement to protect you in respect of Intellectual Property and confidentiality.

# JOIN OUR BOARD COMMUNITY

As a participating host-company you will also be invited to [join our Community at Transpire Global.](#)

We offer a range of events, networking, coaching and support for SME businesses to help them develop their leadership, as well as potential business development opportunities.





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