



STEPPING STONES

Winter 2026

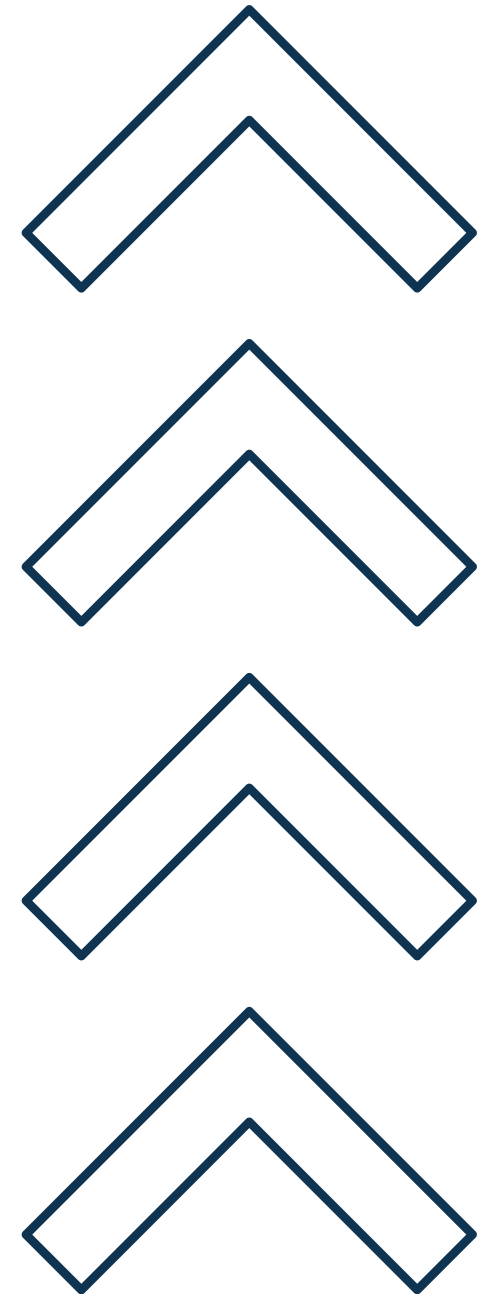
CPD
The CPD Certification Service


transpire
global

What will **Stepping Stones** give you?



- Confidence in **understanding Board roles** and responsibilities
- An overview of the current **key practical issues in corporate governance**
- A deep dive in the **key finance questions and Board dynamics**
- An opportunity to **develop Board acumen** through group discussions
- **1:1 coaching** to assess what **NED opportunities** are right for you





Programme Outcomes

Questions and models to identify and select the right Board opportunities for you

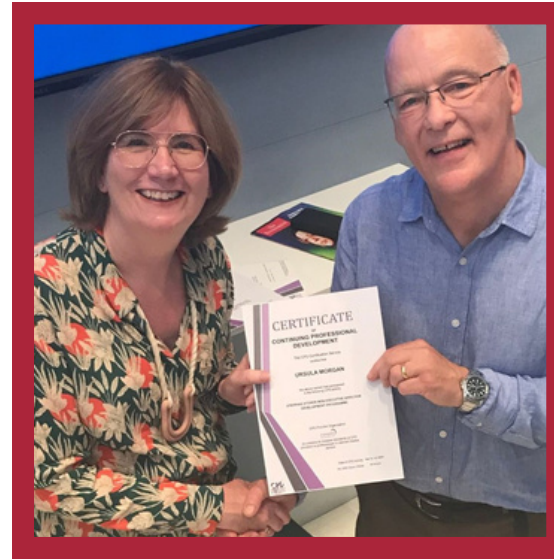
Confidence to approach a NED role interview and a new Board role

Tools and coaching to develop your own action plan

Ready and up-to-date Board CV

On completion of the programme, participants will be awarded a certificate from the CPD Certification Service PLUS an opportunity to apply to join Transpire Global NED Register

Stepping Stones Results



Watch Stepping Stones Alumni **Tony Palmer, Heather Allen, Ursula Morgan, Joyce Sarpong, Sarah Chilcott and Roberto Ponte** discuss their experiences as part of the Stepping Stones Programme by **clicking** on their images above!

“The Stepping Stones programme had a profound impact on how I think and communicate as a Non-Executive Director. Its practical, boardroom-focused approach helped sharpen my strategic perspective and deepen my understanding of board dynamics. The shift was so noticeable that also my wife—a senior corporate professional herself—commented on how differently I now frame and engage in board-level conversations. It’s a testament to how powerfully effective and relevant the programme is for anyone preparing for, or already in, a NED role”

Frank Vernieuwe – Stepping Stones Alumnus, Spring 2025



Programme Agenda

Date	Timing	Session Title	Facilitator(s)
26-Jan	15:30 - 17:00 GMT	Programme Overview / Meet and Greet at RSA House, London	Tony Stubbs
02-Feb	13:00 - 14:00 GMT	Meet a NED	Francesca Ecsery
05-Feb	12:00 - 14:15 GMT	Finance Fundamentals	TBC
12-Feb	12:30 - 14:00 GMT	Governance Fundamentals	Simon Burke
19-Feb	12:30 - 13:30 GMT	Stepping Stones Autumn 25 Community Connection	Tony Stubbs
26-Feb	12:30 - 14:00 GMT	Building a Personal Strategic Perspective	Tony Stubbs
05-Mar	12:30 - 14:00 GMT	Build a Board Ready CV	Tony Stubbs
11-Mar	15:00 - 17:00 GMT	Bringing it all Together - Case Studies	Jean Pousson
19-Mar	12:30 - 14:00 GMT	Reflect and Plan - Personal Development	Tony Stubbs
31-Mar	TBC	Graduation at RSA House, London	Tony Stubbs

Accredited by the CPD Certification Service as 20 hours of structured CPD

All sessions virtual / recorded – easy to “catch up” & review the sessions via the online learning programme

On successful completion of the course delegates will be issued with a CPD Certificate and admitted to the Transpire Global NED register

Stepping Stones Faculty



Francesca Ecsery

NED/Chair/SID
Air France
Henderson High
Income Trust
Association of
Investment
Companies
Haffner Energy
CT Automotive



Jean Pousson

Finance & Strategy
Trainer, Business
Raconteur



Nigel Jones

Meyler-Campbell
accredited coach
Charity co-founder



Simon Burke

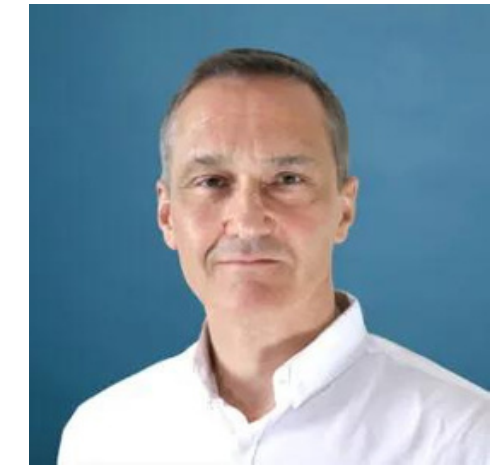
NED/Chair
Capita
Legal & General



Polly Robinson

Executive Coach and
Mentor

Founder, Facilitator
and Learning
Strategist of Growth
Space



Simon Minett

Executive Coach and
Mentor

Has held board
positions
across more than 20
UK and European
companies

Secure Your Place

List price	£2495
Explorer Member*	£2125
Pathfinder Member*/Member Referral	£1995
Practitioner Member*	£1875
FT NED Diploma holder/Chartered Director	£1750
Early Bird Offer**	£1695

To learn which of these Transpire Membership options will best suit you, **please click here.*

***Pay a one-off payment of £1695 by 30th November 2025 OR pay £595 by 30th November 2025 followed by 2 payments of £600 due the 19th Dec 2025 and 16th Jan 2026*

REGISTER YOUR INTEREST HERE



Stepping Stones - why we do what we do

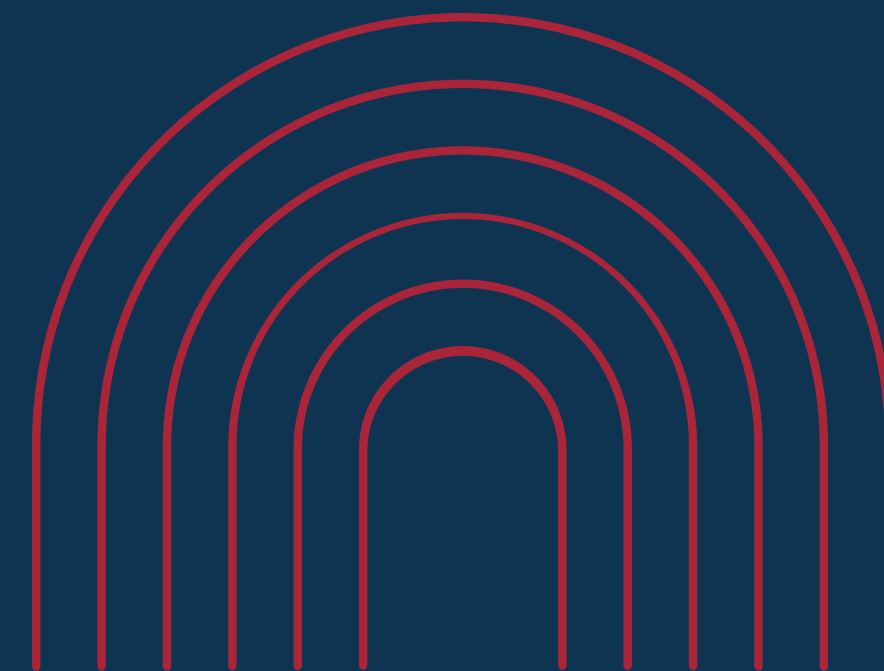


Simon Burke, Course Publisher, discusses the motivation behind the Stepping Stones Programme





Stepping Stones - how we do what we do



TRANSPIRE MEANS 'REVEAL'

We spend time with you **unpacking the competencies, skills, knowledge, experience, network and interests** accumulated over your career to date to reveal the **REAL YOU!**

We then work with you to **repackage** all this into your highest value add NED offer and help you take this offer to market – to ensure you target **the RIGHT NED roles for YOU**



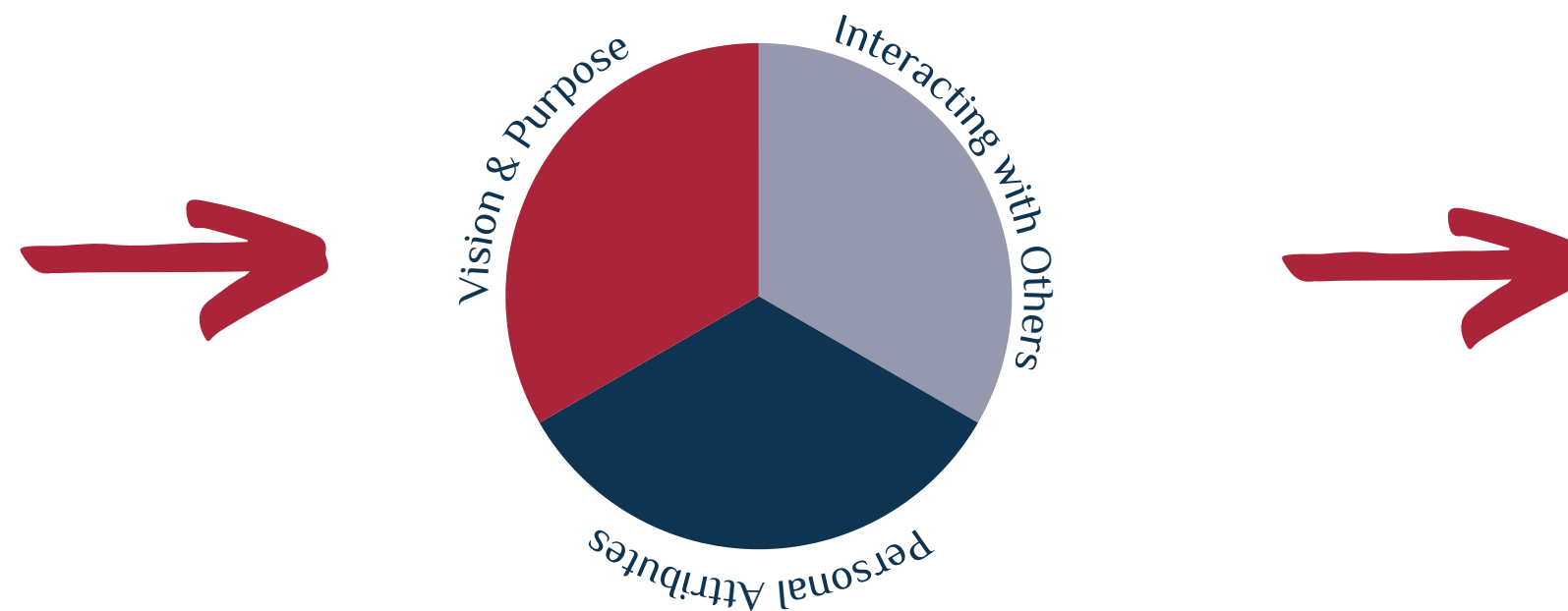
Onboarding

BOARD CAREER PLAN



Reflect on your experience to date and articulate your aspirations for the future

HIGH PERFORMING BOARD MEMBERS' TOOLKIT®



Build self-awareness of your key skills and competencies via our purpose-built diagnostic tool

STRENGTH AND GAPS REPORT



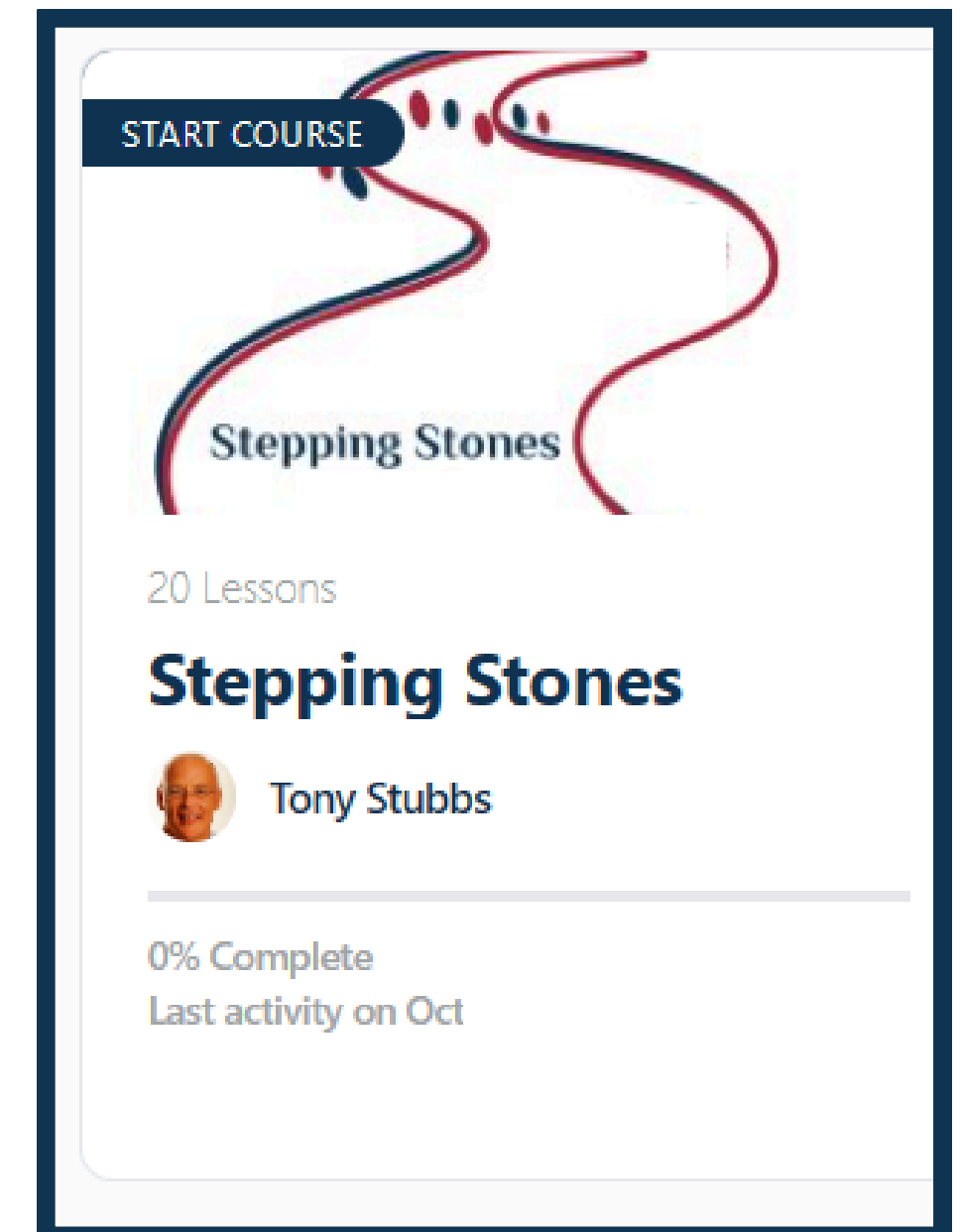
Develop your Personal Development Plan in a 90 minute coaching conversation with your choice of Transpire Coach

Transpire Connect

As a Transpire Member, you will be supported every step of the way. Via **Connect**, our private Chatham House Rule **Members Only platform**, you access the **online course component** of Stepping Stones, which includes our unique onboarding process, **Board Career Plan** and use of our unique **High Performing Board Members' Toolkit®**.

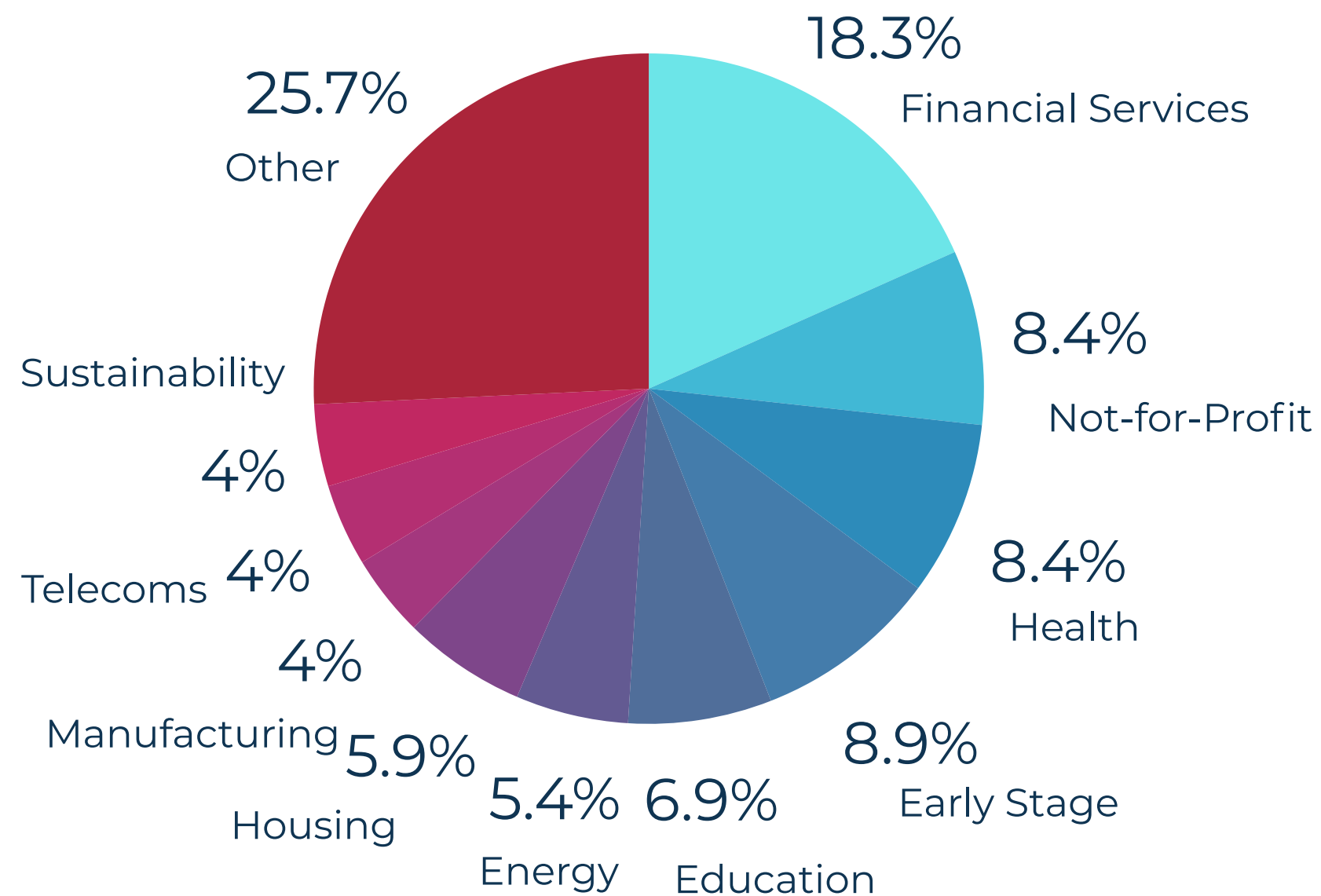
Other benefits of Transpire Connect include:

- Create a **Board Profile** to showcase to NED recruiters and your fellow Members
- Learn from & network with your peer group through our **Faculties** – engines of Thought Leadership led by **globally-recognised practising NEDs & Chairs**
- Guaranteed access to **Faculty-led events**, together with the slides and recordings.
- Access a **unique library of up-to-date CPD material** and other formal learning opportunities, most of which are **accredited by the CPD Certification Service**
- Earn **Transpire Tokens** to be used for discounted access to services from Transpire's **Trusted Partners** – including **specialised NED recruiters and job boards** who advise on creating a winning NED CV



Transpire Members

BOARDS SERVED BY OUR 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 LEADERSHIP SPEAKERS**

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

Graduation



A chance to catch up with your cohort at **RSA House in London** and discuss your thoughts and future plans.

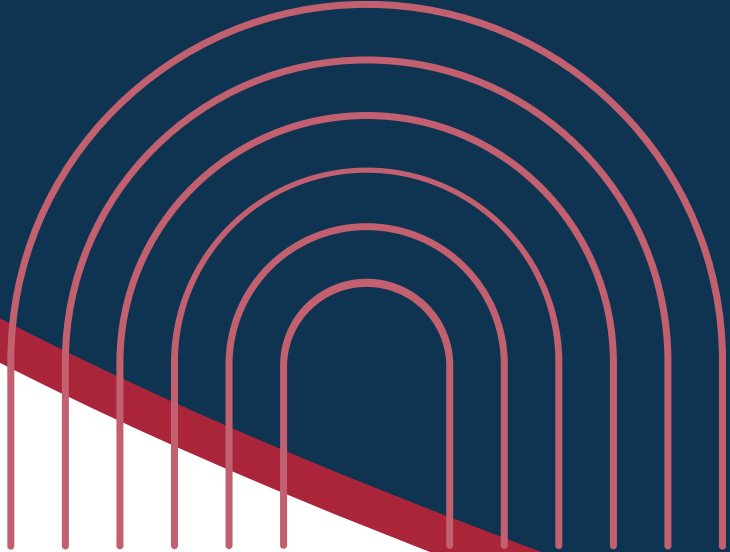
You will be given a **CPD Certificate** to verify completion of **20 hours of structured CPD**.

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Next Steps

Start work on Step One **today!**



Opportunity to transition to Stepping Stones 1:1 – **7hrs of extra one-to-one coaching** to further develop your Non-Executive vision

Stepping Stones Alumni Faculty – **continued access to the Stepping Stones online course materials** including updated materials from future cohorts (with continued membership)