How to hold a Boardroom 2030 meeting

**What is Boardroom 2030?**

Boardroom 2030 is an opportunity for you to imagine what your business might look like in 2030. Don’t worry, we don’t expect you to predict the future… 🔮

The very essence of Boardroom 2030 is to help you to focus on the future, embrace any changes and to understand how future planning can have an impact on external stakeholders and the wider community

[Investors in People](https://www.investorsinpeople.com/) and [Boardroom 2030](https://boardroom2030.org/) is inviting all businesses whatever shape or size to host a board-style conversation as if it were 2030.This is a chance to explore how the product or service you offer could change by 2030, how you might improve your impact on the planet by 2030, and how you might ensure your business is a great place to work in 2030.

**Step 1: What outcomes do you want from a Boardroom 2030 meeting?**

You’ll need to determine what you want to get from the meeting. It'll give your meeting meaning and structure. We’d advise between 1-3 outcomes so things don’t get confusing. You could use the meeting to:

* Prepare for the future and improve short and long term planning
* Futureproof the businesses product and services
* Engage your teams in the future of the business
* Give employees a chance to shape the future of the business
* Explore what employee wellbeing initiatives could look like in the future
* Determine how you’re going to attract and nurture new talent

{COMPLETE YOUR PREFERRED OUTCOME BELOW}

1. [Outcome one]
2. [Outcome two]
3. [Outcome three]

**Step 2: Who would you like to include in the Boardroom 2030 meeting?**

Next, you’ll want to determine who you want to take part in the Boardroom 2030 meeting. There’s no right or wrong answer here, it’s all down to personal preference. You could invite:

* Employees? New joiners? Middle managers, future board members?
* Suppliers? Customers?
* Local community members? Charities and organisations you work with?
* A board of ‘future talent’ you expect will be part of your board in the future?
* Some different perspectives? Young People? Scientists? Artists?

**Step 3: Decide what style of meeting you want to host**

There are four ‘styles’ of Boardroom 2030 meetings we’ve highlighted, but feel free to get creative and make up your own!

* **The Pivot:** Pivot the focus of an existing Board meeting by altering the agenda to ensure a 2030 focus or inviting different people to join you.
* **The Extension**: If agenda items are already fixed for future Board meetings, you can plan an extension to an existing Board meeting (minimum 30-60 mins) for a Boardroom 2030 discussion.
* **The Away Day**: Organise your Boardroom 2030 meeting to happen as part of a strategy session or away day with your existing board.
* **The Reinvention**: Host a distinct Boardroom 2030 meeting, away from existing board meetings. Maybe it is led by the next generation of leaders in your business or young people in your local community?

**Step 4: Create an agenda for your meeting**

Create an agenda so things run smoothly and you can stay focused on your outcomes. It might help to use a template you can email to your colleagues, like this one.

We suggest you structure your BR2030 discussion around 3 big questions, there might be a discussion question relating to People, Impact on planet and product and services

| **Agenda point** |  | **Time** |
| --- | --- | --- |
| **Welcome and introduction to boardroom 2030** |  | **5 mins** |
| **People Discussion:** | **Question to discuss….**  **Q ideas:** | **25 mins** |
| **Planet Discussion:** | **Question to discuss….**  **Q ideas:** | **25 mins** |
| **Discussion re future of your product or services** |  | **25 mins** |
| **Reflections** |  |  |
| **Next Steps** |  |  |

**Step 5: Create a plan to use what you learned at your meeting**

After you’ve hosted your meeting, you’ll want to create a plan for afterwards so you can be sure the meeting has an impact. Here are a few things you can do after your meeting:

* Present the outcomes of our conversations to your existing Board?
* Take a vote on the best idea that was shared? (Could you invite a wider group of employees to vote on this?)
* Set goals from your Boardroom 2030 session and agree a time you’ll check in on progress against these goals

Tips and tricks for building internal support for Boardroom 2030

Remember Boardroom 2030 is a super flexible concept and can be adapted to meet the needs of your business

Here are some of the biggest benefits we’ve heard from early activators!

* Fresh thinking: **An opportunity to get new perspectives on big business questions**
* **Time : Opportunity to step back and look at the big themes likely to affect your business in the next ten years** 
  + **How might the product or service we offer change by 2030?**
  + **How might we ensure we’re a great place to work by 2030?**
  + **How might we have a more positive impact on the planet by 2030?**
* **Novel way to engage different stakeholders:**
  + **Boardroom 2030 is a chance to involve employees, customers, suppliers or your local communities in conversations about how your business might evolve to tackle the challenges of the next ten year**
* **Chance to explore strengthening your Board with new expertise:**

**It may be that you’ve been keen to diversify your Board for some time, Boardroom 2030 can be an opportunity to invite new voices into the room and work with organisations who are expert in diversifying boards whether that is growing the role of women on boards, young people, neurodiversity in the boardroom**

* **Develop your people: This is an opportunity to invite team members who may not currently sit on your board to attend a Board- style conversation, which can be a great learning and development experience**
* **Inspire your existing Board: by welcoming new skills and perspectives to your business discussions**