

GOVERNANCE STRUCTURE

Homeward Bound

CAVEATS

- All who participate in Homeward Bound are bound by:
 - Purpose, values and strategy that guide Homeward Bound
 - The agreed Code of Conduct
 - The agreed Risk Identification and Assessment document
- These documents are for the benefit of all, guide our decisions, inform our actions and craft our intention at all times
- If any parties are concerned, these give us a reference point
- All are equal in calling non aligned behaviour, intention or action



LEGAL STRUCTURE AND INTENTION OF HOMEWARD BOUND

- Homeward Bound is a privately owned entity that has no legal responsibility to be accountable to any entity or individual other than the owners (owner, Fabian Dattner, co signatory Michelle Crouch). It is a Pty Ltd.
- Homeward Bound operates as a social enterprise. It operates to maximise the representation of women in leadership, influencing policy and decision making as they shape the future for the greater good
- The project aims to build a global network of women with a science background who, as a result of Homeward Bound's contribution, are more able to lead effectively, feel stronger together, and have an impact on the world to the greater good
- The founding values of Homeward Bound are to be collaborative, inclusive, focussed on legacy and trustworthy with people and funds



THE VALUES AND BEHAVIOURS

→ Supporting

- Collaborative – we work together, we value ‘we’ over ‘I’, we recognise working together supports the best outcomes
- Inclusive – we seek to include people in creating ideas, design, decisions and execution
- Legacy mindset – our focus is on the legacy we and others leave, seeking to improve outcomes at all times
- Trusted with assets – this includes all resources –money, time, people; we use what we generate for the greater good, always mindful of the first three values and how they shape our choices

→ Unsupporting

- Collaborative – making unilateral decisions, not allowing improvement through working together
- Inclusive – excluding people who want to be involved, not listening to different perspectives with an open heart and mind
- Legacy – being consumed by personal gain or short term outcomes at the expense of collective long term outcomes
- Trusted with assets – using assets for personal gain, lying, cheating or otherwise acting without respect for our mandate



THE STRUCTURE

The Advisory Group
Expert advice
Alumnae and external

The Leadership Team:
decision making,
operational and
facilitation

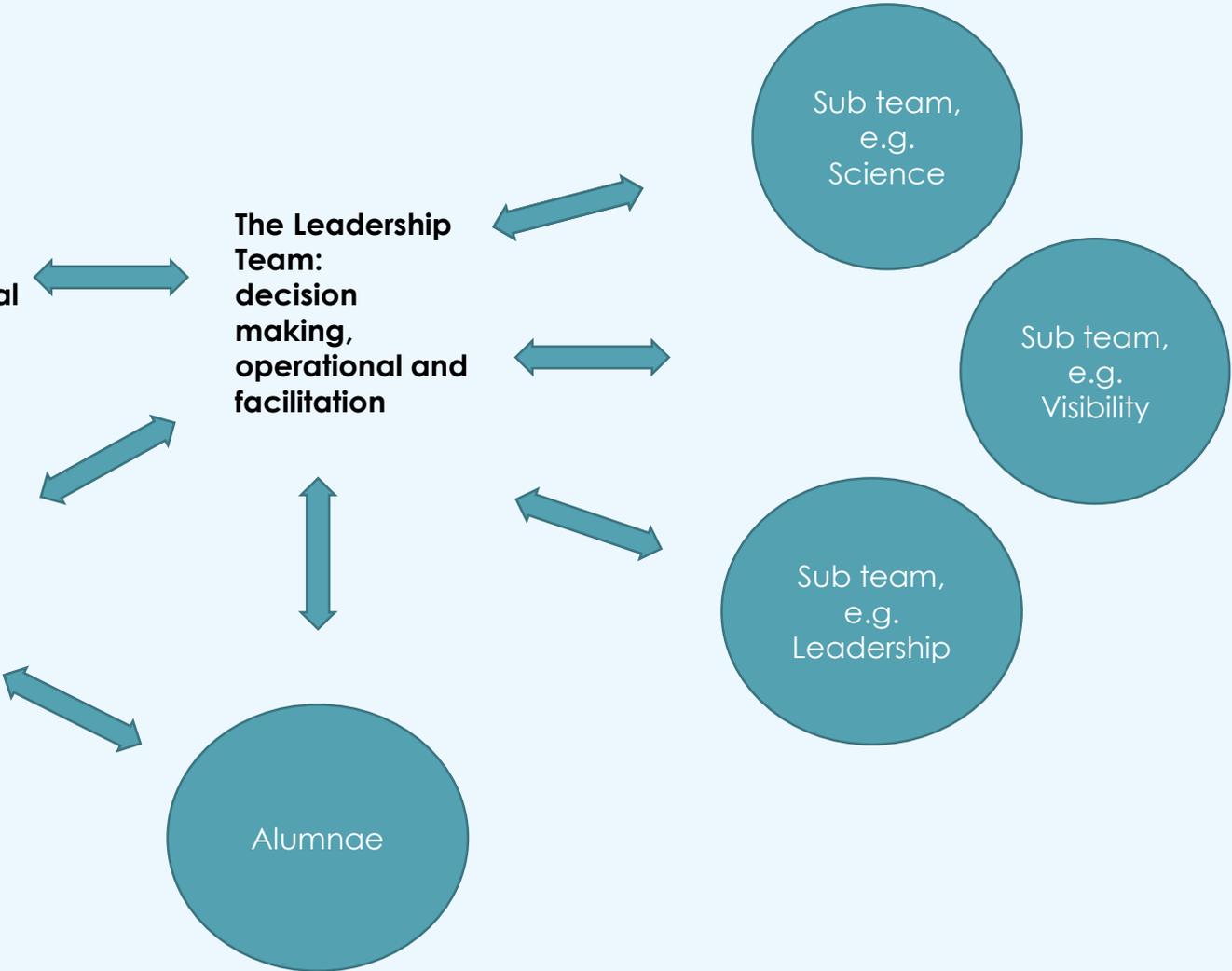
The Convergence
The representative
voice of alumnae

Alumnae

Sub team,
e.g.
Science

Sub team,
e.g.
Visibility

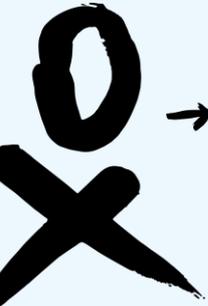
Sub team,
e.g.
Leadership



THE ADVISORY TEAM

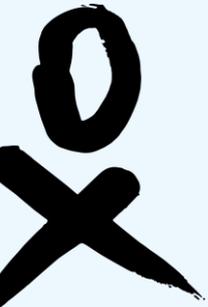
1. The Advisory Team

- 5 participants; invitation – 3 alumnae, 2 external (application/invitation)
- Advisor with complementary skills
- Provide advice to the Leadership Team as required on such issues as alliances, funding, design issues, relationships with stakeholders, ensuring alignment to purpose and strategy, supporting the revision of strategy
- Provide media presence as The Advisory Team (as and when required) at the most senior levels (Government, Press, industry)
- This is not a decision making body and holds no accountability for Homeward Bound
- Rotating role



THE CONVERGENCE

- The convergence represents all alumnae from successive years
- It elects its own steering committee and two co-chairs
- It provides:
 - Project review representing the voice (feedback, improvements, ideas) of each year's participants
 - Volunteer participants for the Advisory Group, the Leadership Team and the Sub Teams
 - Input when required by the Advisory Group, the Leadership Team and/or any of the operating Sub Teams



THE LEADERSHIP TEAM

2. The Leadership Team

- 10 'Faculty' members (Project Leader, Alumnae and core team, made up of designers, facilitators subject experts, on ship experts, expedition experts) responsible for content input, design workshops, supported by digital collaboration
- Meet (on line) prior to participant calls, meet face to face 4 times a year
- Responsible for:
 - Review of design (including annual review, development of content, selection of sub teams, management decisions which affect operations)
 - Selection of on board faculty
 - Liaison with Expedition Leader to secure best possible itinerary
 - Liaison with The Advisory Board (as required)
 - Management of Homeward Bound (participant engagement, on the ground development including key components of leadership development, personal strategy mapping and visibility planning, diagnostics, coaching, reflective practice and science comms)
 - This is the ultimate decision making body of Homeward Bound



SUB TEAMS

3. What: Sub Teams

- Volunteer teams to develop components of the Homeward Bound project, i.e. Science communication, gender and science, science symposium, coaching, reflective practice, mentoring/buddying following year's participants
- Responsible for:
 - Volunteers, experts in aspects of Homeward Bound, all Alumnae
 - Scoping desired work/contribution
 - Determining best source, format, mode of delivery and link to core program
 - Providing input to overall design to The Leadership Team
 - These teams have significant freedom to act (common sense decisions) with a courteous relationship with both the Advisory Team and the Leadership Team in terms of keeping both teams informed

