

GOVERNANCE STRUCTURE

Homeward Bound

GUIDING PRINCIPLE

- Within the direction defined by the Homeward Bound Strategy, each Theme Team takes autonomous responsibility for creating and delivering on its operational plan:
 - Use your own best judgement at all times
 - If in doubt consult with two other people then make a decision
 - If you make a mistake, what did you learn and who do you share it with?

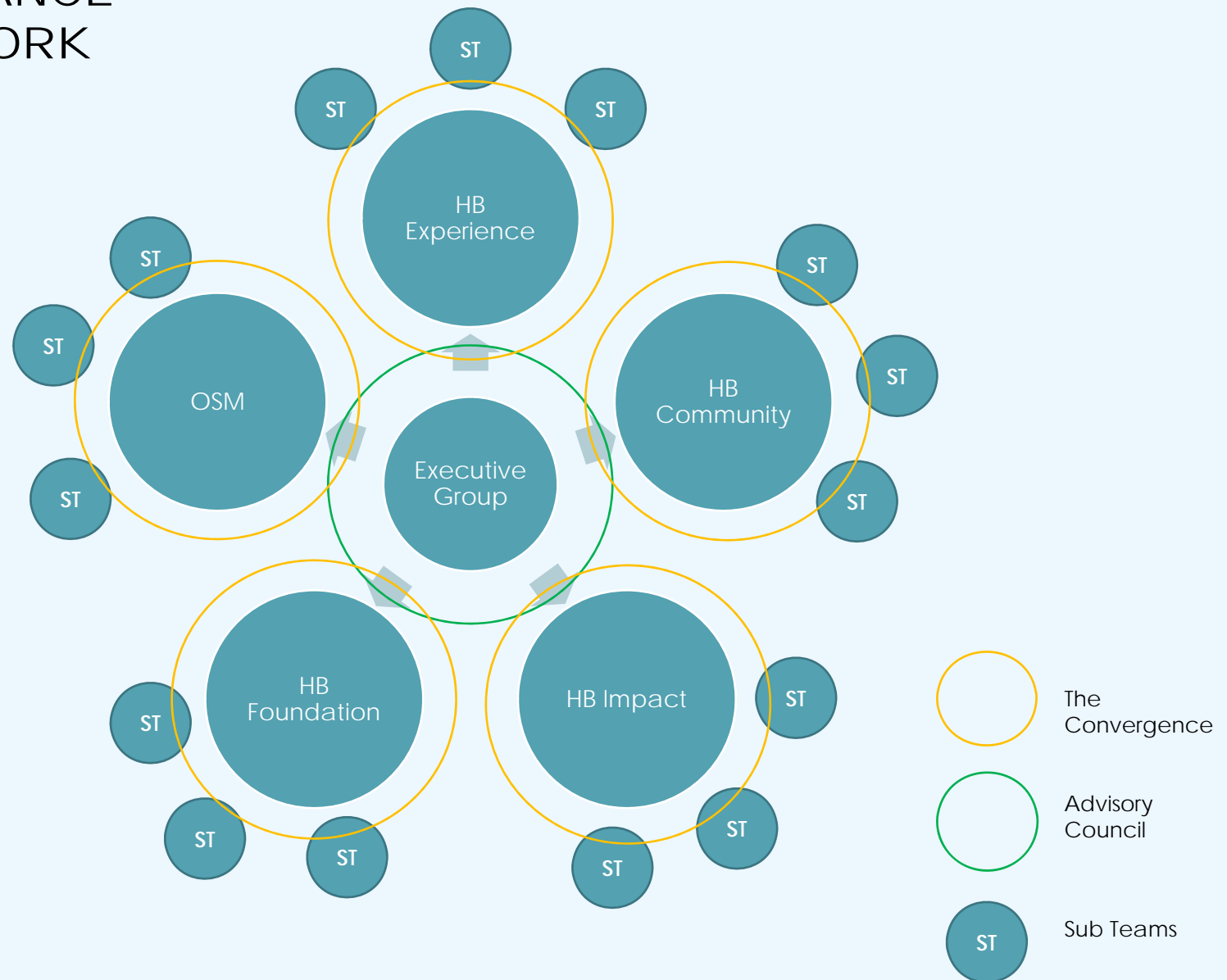


GOVERNANCE FRAMEWORK

- Executive Group:
 - Custodians of HB
 - Decision Makers
- Leadership Group:
 - Organised into Theme Teams
 - Operational Execution
 - Day to day decisions
- The Convergence
 - Represents all alumnae from successive years
 - Provides input and resources into activities undertaken by HB
- Advisory Council:
 - Independent, high level advice, rotating by invitation
 - Advisors not decision makers

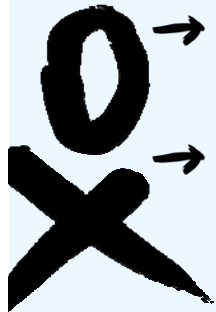


GOVERNANCE FRAMEWORK



EXECUTIVE GROUP

- Custodians of HB purpose, vision, values and strategy, providing oversight of the operational execution and risk management. This is a small team comprising of the founder, representatives from each strategic theme and OSM (Strategy Management).
 - Founder: Fabian Dattner
 - HB Experience: Marshall Cowley
 - HB Community: Justine Shaw/Mary-Anne Lea*
 - HB Impact: Sarah Anderson/Julia May*
 - HB Foundation: Michelle Crouch
 - OSM: Kit Jackson
- Meets by Zoom quarterly and reports quarterly on Slack, annually in person (ideally)
- Agenda is progress against strategy map and issue discussion, decision making
- * One will act in role at any time (i.e. will rotate)



THEME TEAMS (LEADERSHIP GROUP)

This consists of four Theme Teams and OSM:

→ **HB experience**

- Theme Leader: Marshall Cowley
- Theme Team made up of: (tbc)
 - Programme design coordinator (Marshall)
 - Programme stream leaders (Leadership: Marshakll/Kerryn, Science: Justine/Mary-Anne, Visibility: Jules/Sarah, Strategy: Kit)
 - Experience Sub-Teams: Could include On-Board/Ushuaia Experience; Pre-voyage Experience; Expedition leaders, subject matter experts

→ **HB Community**

- Theme Leader: Justine Shaw/Mary-Anne Lea (i.e. role sharing)
- Theme Team made up of: (tbc)
 - Community Sub-Teams: could include Comms and Convergence representation

→ **HB Impact**

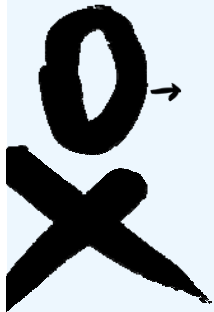
- Theme Leader: Sarah Anderson/Julia May (i.e. role sharing)
- Theme Team made up of: (tbc)
 - Impact Sub-Team: could include Science Topics of concern, HB visibility, Outcomes

→ **Foundation**

- Theme Leader: Michelle Crouch
- Theme Team made up of: (tbc)
 - Foundation Sub-Teams: could include Funding, Finance, Participant recruitment, Faculty recruitment, Administration, Process Improvement

→ **OSM (Office of Strategy Management)**

- OSM Leader: Kit Jackson
- OSM Team made up of: (tbc)
 - OSM Sub-Teams: could include Reporting and risk management; Outcomes



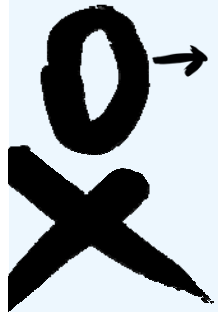
THE CONVERGENCE

- The convergence represents all alumnae from successive years
- It elects its own steering committee and chair
- It provides:
 - Project review representing the voice (feedback, improvements, ideas) of each year's participants
 - Volunteer participants for the Sub Teams in the Leadership Group
 - Input when and where required, engaged by the sub-teams and theme leaders



ADVISORY COUNCIL

- Independent of HB Leadership Group and Alumnae, high level advice, rotating by invitation
- Eminent representatives from Science, Government, Industry, Social Entrepreneurial sectors
- Advisors not decision makers
- Meet twice annually (once by Zoom)
- Provide advice to the Executive Group 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 presence (as and when required) at the most senior levels (Government, Media, Industry)



APPENDIX

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

