



Disruption: Questions and Actions for Board Members

September 20 NACD program at [Packard Place](#), Charlotte, NC. Panel members:

- Jessica Donan, Facilitator
- Andrea Potter, Author of EY's "Upside of Disruption"
- Carol Lowe, CFO Sealed Air and EMCOR Director
- Sara Garces Roselli, Co-Founder of Packard Place
- Tom Wilson, Jack Henry Director and Managing Partner, Decision Point Advisors

1. Stay relevant on technology
 - a. Ask questions about what apps employees at the company are using to stay connected, such as Slack.
 - b. Ask younger colleagues, children, and grandchildren.
 - c. Assume that if you're on a site (ex., Facebook), it is no longer popular with younger consumers.
2. What do employee demographics at the company look like?
 - a. Is the company attracting younger talent?
 - b. Is the newer talent included in succession plans?
 - c. What is the company doing to train more senior workers on new technologies?
3. Discussions with board and C-suite:
 - a. How is management scouting new technology?
 - b. How plugged into the local startup community is the company?
 - c. How do they handle new ideas contributed by company employees?
 - d. Is the culture of the company one that allows failure?
 - e. Is the company willing to disrupt its own products?
 - f. Should a buy strategy be in place for acquiring disruptive companies/technologies?
4. Has the company put aside funds to incubate and test new products?
 - a. Is there an understanding that there may not be traditional benchmarks for investments?
 - b. Does the company hold an R & D day, and should/could the Board members participate?
5. During strategic plan conversations, is there discussion about products and suppliers that focuses discussion on:
 - a. Do we have to produce new products or should we buy them?
 - b. Are there alternative ways to produce the parts/products?
 - c. Examine risks knowing the company will see impacts from changes in both suppliers and purchasers.

Book Recommendation: *Digital in the Board Room* by Jennifer Wolfe

