



The Chartered
Institute of Logistics
and Transport

CILT Future Governance, Vision and Values

1 December 17 – Corby

Keith Newton – Secretary General CILT (Int)

Richard Atkinson CBE – Director Marketing and Communication CILT(UK)

Stronger Together

Process to be followed

Richard Atkinson & Keith Newton have created this next stage proposal during October to December 2017

This proposal on governance will be considered by the UK Board on December 15th 2017 and by the International Trustees on January 11th 2018

Feedback from both groups will be consolidated and a joint meeting of the two groups will be set up for late January / early February

That joint meeting will decide the integration of the organisation and the actions and timetable for progressing the next stages of the implementation

Reasons why are we doing this

- CILT UK & International at present offer divergent goals & approaches
- There are synergies and cost benefits in bringing the two structures together
- Leadership of the Institute would be enabled by a single leadership structure & voice
- Creating a single global strategy, and delivering it, will bring much increased revenue to the Institute
- Our global brand will grow as a result of having a single voice
- Logistics & transport is global and our members need an Institute that is focused & managed accordingly
- Longer term opportunities beyond the next 5 years arguably lie less in Europe but more in Asia & Africa & the Institute needs to focus on this
- Centralised leadership & structures will enable delivery of better membership services through a combination of global provision of a few core services & localised provision of the main country services

What we are not seeking to achieve:

- International takeover of CILT UK
- CILT UK takeover of International
- An organisation where vested interests benefit some members to the disadvantage of others
- A UK centric portfolio of membership services
- Removal of country governance & structures (other than for UK)
- Limitation of international and UK voices & views at the top level
- A cost cutting exercise with limited income generating benefit
- A leadership team unfit for the task
- Reduced access to secretariat support

Governance Guiding Principles – Summary

- Governed by the Charter and UK charitable status
- Single Organisation joining UK & International governance
- Single governing body
- International representation at highest level
- Devolved responsibilities to country units
- Global brand strategy & management
- Global education strategy & management
- Global membership strategy & management
- Single CEO appointment
- Integrated UK & International executive / secretariat reporting to CEO
- Dedicated International Director reporting into CEO as peer of UK senior team

Governance Principles applied

It has been already agreed that CILT (Int) and CILT (UK) currently co-exist whilst also generating confusion and waste. Integration will tackle these issues.

A single, UK-headquartered, international organisation would increase efficiency and effectiveness, with:

A single Unitary Board of Trustees, guided by the UK Code of Corporate Governance 2016;

Single, unified and transparent accounts;

Further consultation legally on the necessary changes is needed to create one new body to create the single unitary entity and in principle with:

CILT International and CILT UK names to be referred to as one body – CILT

CILT UK as limited company, staying as a (re-branded) entity with no separate Int accts

No amendment to the Charter required;

Principles (cont)

The single Unitary Board of Trustees would set the single Strategy for the CILT;

The CEO and Executives would be responsible for the day-to-day running of the CILT, pursuant of the strategic vision and objectives;

The International Council/Representatives Advisory Committee would represent members and hold the Board to account;

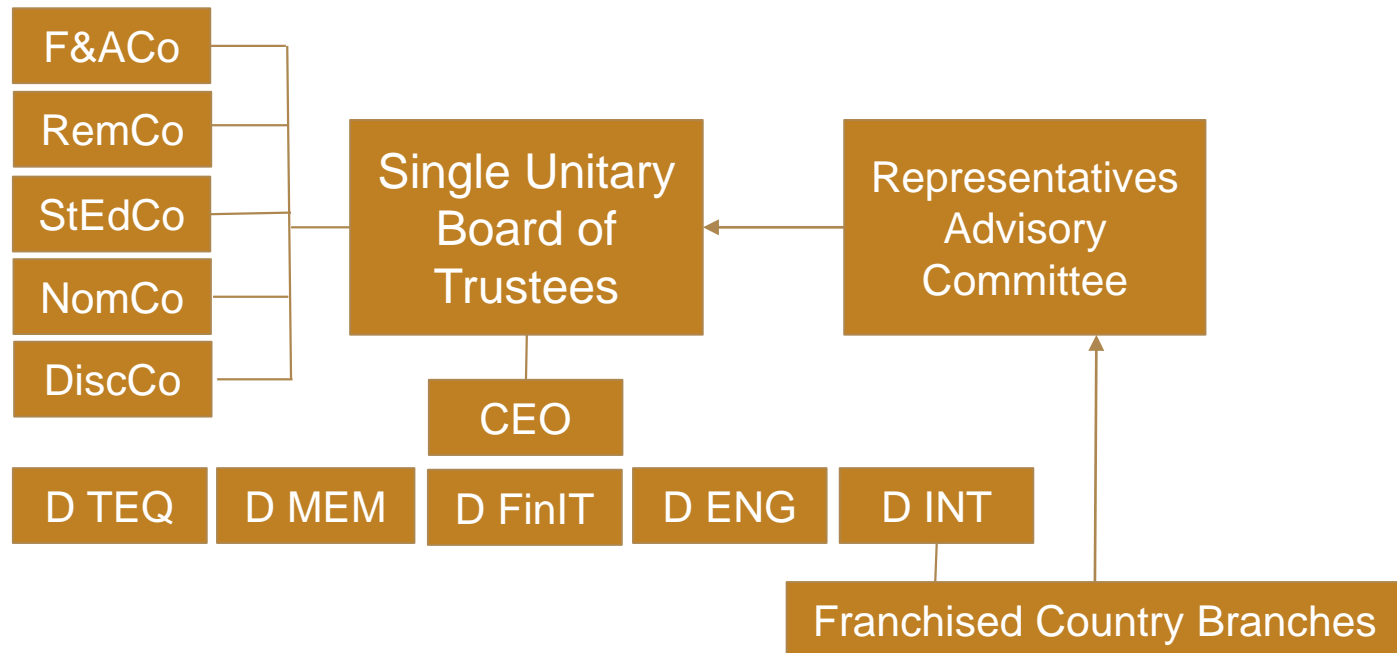
In elections, or any vote of no confidence, country members would be represented proportionally;

Board would comprise: Chair + 9 others TBC to represent members, overseas and Domestic, whilst retaining the talent for effective Board management. Chair elected By Board (and IC/RAC proportionally?).

A Single invited President would rotate, on agreed timed basis, with UK/International -individuals considered on merit by RAC/Board. Int suggest this would be the Chair; UK suggest President would have no governance function.

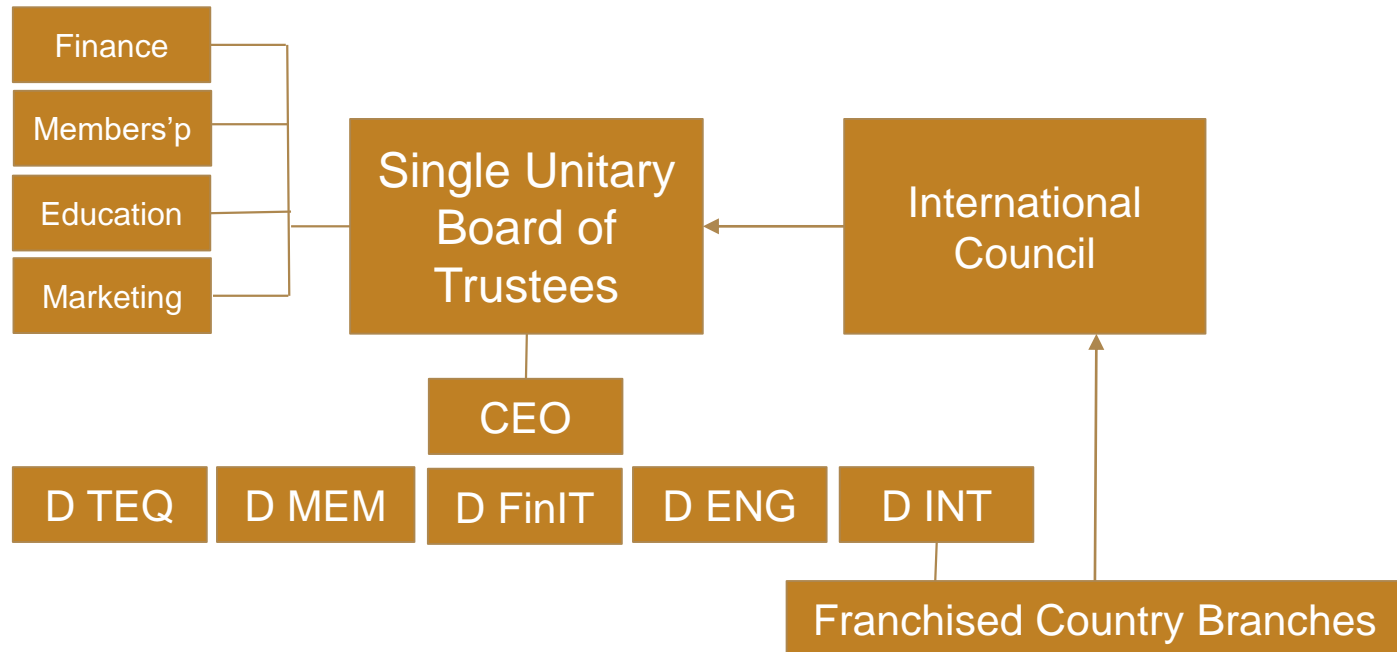


Governance (UK Proposal)





Governance (Int proposal)



Vision

We iterated, debated and determined that the Vision could be:

*An international membership institute, that is **essential** to its members, influences its audiences, sets and upholds standards, and delivers education, training and inspirational experiences that are loved for life*

Values

We agreed that neither set of values were widely known or upheld; we discussed and considered the following fusion for CILT Future (CILT(UK) are considering values, in any case, at next Board):

- Courage
 - Have the confidence and faith to innovate, challenge leadership and question norms.
 - Inclusivity
 - Lead an environment - global and local - where we promote diversity of thought and welcome challenge.
 - Loyalty
 - Work in unity to grow membership and influence for the greater good of the Logistics and Transport contribution to prosperity.
 - Teamwork
 - Work professionally to create better practice and energise success.
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Thank you

Questions?

Next Steps: CILT (UK) Board 14 Dec; CILT(Int) Board 11 Jan.

Both Boards meet to agree Governance, Vision and Values in late Jan 18
