

Board Monitor Europe 2020: Belgium spotlight

In 2019, boards of companies on Belgium’s BEL 20 filled 24 director seats. They sought current executives, individuals with CEO and board experience, and those with financial expertise.



- Of the countries in our study, Belgian boards filled the greatest proportion of seats, 83%, with active executives, substantially above the group’s average of 46%.
- Additionally, half of board seats went to individuals with CEO experience and 83% to those with previous public board experience—again the highest proportion of the countries we studied.
- Another notable area of interest for Belgian boards was financial risk expertise: a third of seats went to directors with that background.
- Other specialized experience was not as sought after in Belgium, with only a quarter of seats going to directors with digital experience, and 4% each to those with cybersecurity and sustainability experience.
- Belgian boards also seemed to balance seeking directors with specific career backgrounds and appointing diverse individuals: 42% of seats went to women and 63% went to non-nationals.

Under normal economic circumstances, recent operational, finance, board, and CEO experience are highly valued by boards, and we anticipate organizations will seek these types of directors to an even greater degree as they try to weather the crises of 2020 and look to reset for growth.

Belgium snapshot

Overview

New director seats filled



Average age



Current and former CEOs

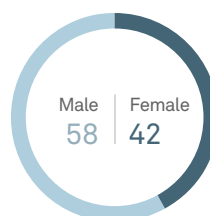


Current and former CFOs



Diversity

Gender (%)

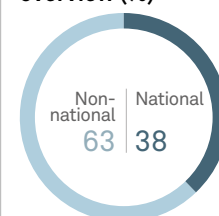


Active/retired (%)

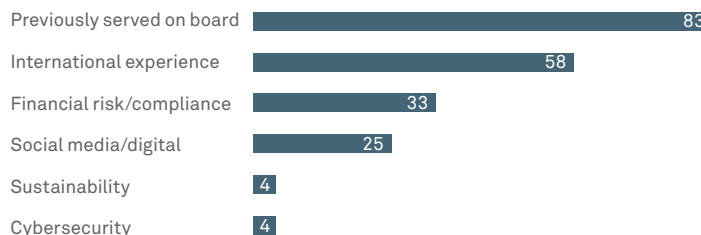


Nationality

Nationality breakdown overview (%)

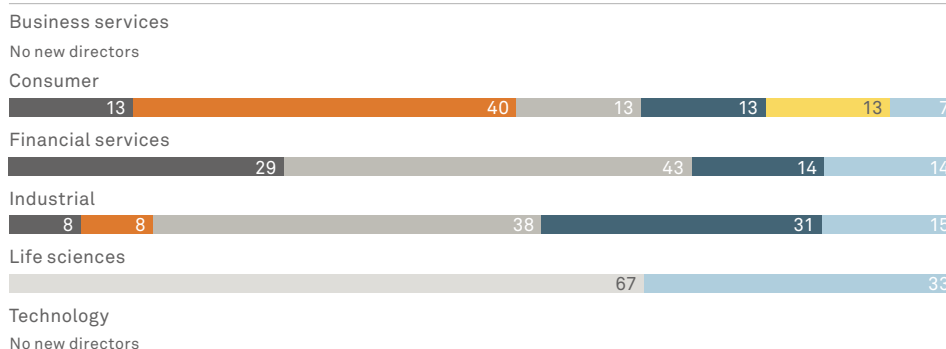


Experience



Distribution of previous industry experience, by industry (%)

Business services Consumer Financial services Industrial Life sciences Technology Other



Leaders of Heidrick & Struggles’
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