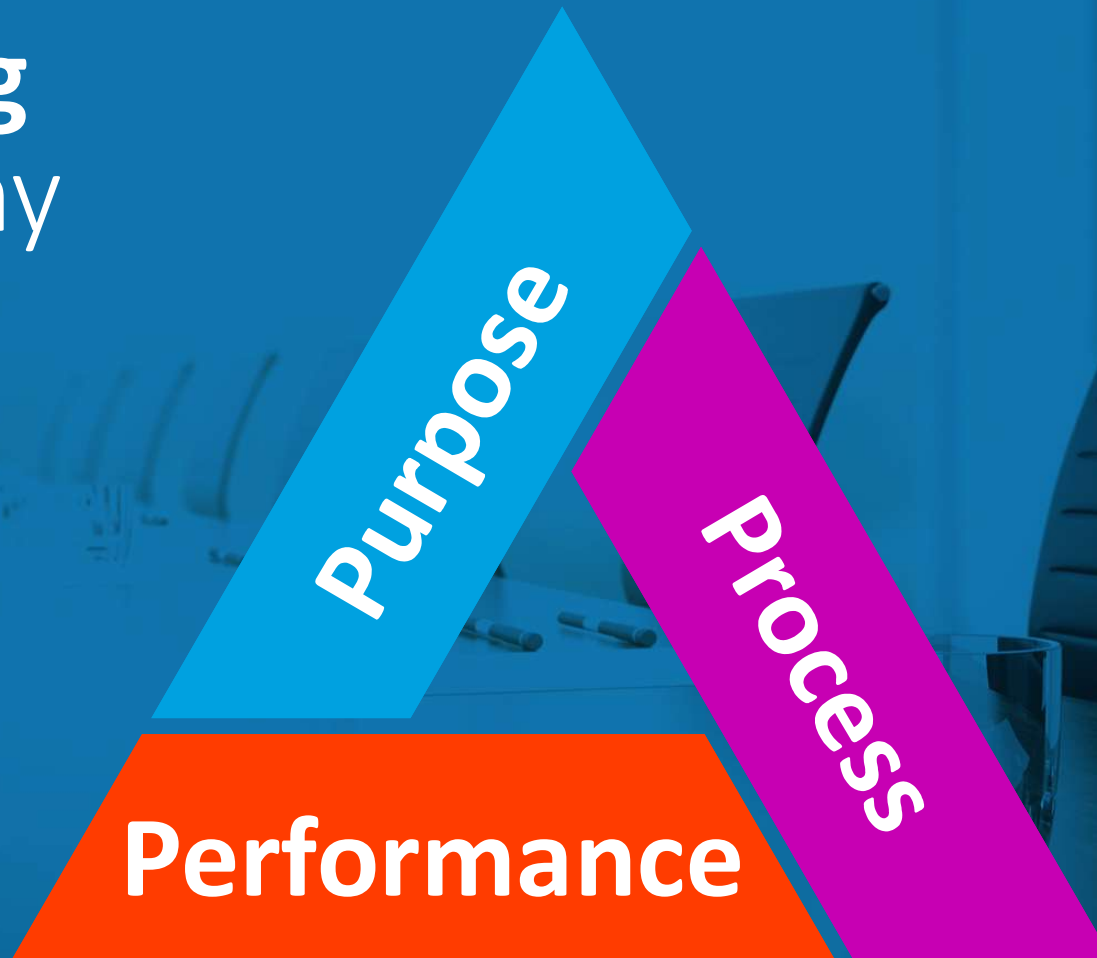


Defining a Healthy Board



“Every organization is perfectly **designed** to get the **results** it gets.”

Goldilocks and the 9 board members

The Goldilocks Principle



Group Discussion

Board of Directors

What **REALLY** is
your JOB?



What Boards **REALLY** Do

Provide **ADVICE** and
ACCOUNTABILITY



What does “high performance” take?

1. A board that is willing to interrogate itself, ask tough questions, engage in personal reflection, & do something about it **at each meeting**
2. Directors show up to each meeting ready to **add value to the organization**
3. The board knows what constitutes a “**right mix**” based on diverse skill, knowledge and experiences in the boardroom



What does “high performance” take?

4. Robust and **healthy dissent** in the boardroom and **unified support** in the community
5. Board leadership that **brings the best** out of each director and **promotes accountability**

“

Culture is the sum of
what you **PERMIT** and
what you **PROMOTE**.

”

Permit + Promote = Culture

“

What do you
PERMIT, TOLERATE
or **ALLOW**

”

Permit + Promote = Culture

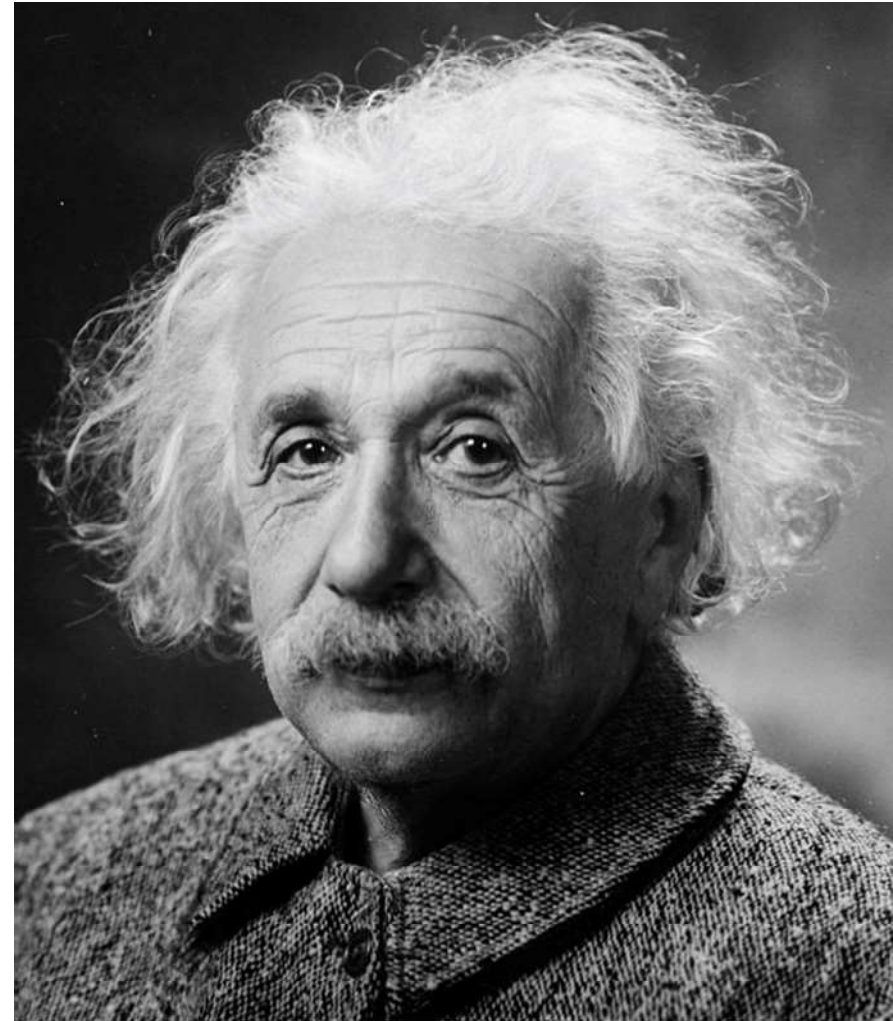
“

What do you
PROMOTE, VALUE
or **ASPIRE?**

”

Permit + Promote = Culture

YOU CAN'T SOLVE
PROBLEMS WITH
THE SAME **THINKING**
WE USED WHEN WE
CREATED THEM



“

An effective and actionable
board assessment is a
BEST PRACTICE.

”

QUESTION

Who does a board
evaluation? How
often? Works well?
Not well?

The Art & Science of Assessments

Why do a board evaluation?



The Art & Science of Assessments

- Discover Common Themes
- Test Underlying Assumptions
- Gain Insight into What the Board is Thinking

The Art & Science of Assessments

- To help accomplish your goals or objectives
- Set the standard for where you want to "be"
- To determine if you are a high-performance board



The Art & Science of Assessments

- Personal Growth Opportunities
- Full Board Growth Opportunities
- Prepare for the Future



5 Lies about Board Assessments

5 Lies about Board Assessments

1. We **MUST** (*only*) focus on our
LOWEST scoring items

5 Lies about Board Assessments

2. Our "**GOOD RATED**" items
will always stay "**GOOD**"



5 Lies about Board Assessments

3. By assessing our **BOARD**
we will automatically get **BETTER**

5 Lies about Board Assessments

4. Your assessment needs to be the **SAME** every year

5 Lies about Board Assessments

5. It is **EVERYONE'S** job to
improve the board

Focus on



3 Things

STOP | START | CONTINUE

For **ME**
For the **WHOLE** Board

