

BOARDROOM DANCING:

CREATING A HEALTHY & PRODUCTIVE ED/BOARD RELATIONSHIP
HANDOUTS



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High-Impact Nonprofit Organization Model

High-Impact!

1. Focus on impact
2. ED & Board relationship very strong
3. Has the right board mix

High-Impact Organizations accomplish all the basic responsibilities plus they have these major characteristics

Low/Limited Impact Organizations **only** accomplish the basic responsibilities of a NP board

Medium Impact

Do all below + working toward high-impact characteristics

Low/Limited Impact Boards

1. Determine mission & purpose
2. Hire, supervise, evaluate & support chief executive (ED or CEO)
3. Organization planning-planning for the present & future
4. Monitor & strengthen programs/services
5. Ensure enough financial resources
6. Protect assets, provide financial oversight
7. Build a competent board
8. Ensure legal and ethical integrity
9. Enhance organization's public standing

Good teamwork is not a blurring of responsibilities and roles

Board Governance

- Governance
- Support
- Legal

Executive Management

- Manage product and behavior of entire org.

HOW to build a better partnership

Principles of Successful Board/Executive Partnerships

1. Interdependence: One can not exist without the other
2. Focus on Results not tasks
3. Accountability: evaluate executive and evaluate board
4. Trust resulting from communication and respect
5. Separate roles & responsibilities

Key Points!!

1

There is no single relationship in the organization that is more important as that between the board and its executive/CEO.

2

The board and executive must devote regular attention to their relationship for the health of the organization.

3

High-functioning board-executive relationships start with clear agreement on roles & responsibilities.

4

The specifics of the distinct roles & responsibilities between a board and executive are unique and up to every organization to define.

5

The principles of a healthy board executive partnership include recognition of interdependence, focus on results, mutual accountability, trust and separate roles/responsibilities.

6

If the relationship between the board and executive needs to change, devote time & resources to it. It will be one of the best investments you make in the organization.

Thank you for your time & attention! If you would like a copy of the entire presentation, please contact Vanessa.

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