



Excellence Academy

Board Development Concepts

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Identify mission of organization and audience you serve (where are you going?)

Identify type of board that is needed to further mission and/or drive strategic plan

- “Working board”
- Fundraising board
- Strategic Board

What type of skills are needed for open board positions?

- Accounting/ Legal/ Real Estate/ Fundraising/ Organizational Development/ HR/ Healthcare/ Specific Expertise
- Access to network/resources/talent
- Need to have the ability to be an ambassador for the organization

Always be building your bench!!

- Utilize your own network/ staff/ current & emeritus board-committee members
- Have a nomination process and form
 - Great to reference in the future
 - Capture talents and background of nominees
- Identify needs organization is looking to fill?
 - Different perspectives
 - Geography
 - Diversity (Gender/race & ethnicity/ age)
- How many board members makes sense?
 - Small for working board vs large for strategic/ fundraising

Have a vetting process for candidates

- Would they be a good fit (personality to work closely with board and staff?)
- Do they fulfill a need?
- Can they enhance and further the mission of the organization?
- Staying power?

Identify top candidates

- Have those who nominated or would have the best connection to reach out to seek interest in joining the board
 - Outline time commitment and provide expectations

Have a formal onboarding process and consider a mentor program

- Helps with engagement
- Provides a safe place to ask dumb questions 😊
- Set expectations and provide board roles and responsibilities (attendance/giving/introductions)
- Consider a background check to avoid any future reputational risk
 - Fiduciary standards
 - Perceptions can become reality that can derail credibility and mission of organization

Keeping up engagement can be challenging

- Individual communication from CEO/ED
- Annual 1:1
- Find ways promote engagement both inside and outside the boardroom
 - Get to know you time during board meeting
 - Use mentors or engaged board to connect to those of the fray
- Ask for and be comfortable receiving feedback for ways to improve board experience and engagement.