



Unlocking Your Board's Passions, Skills & SuperPowers

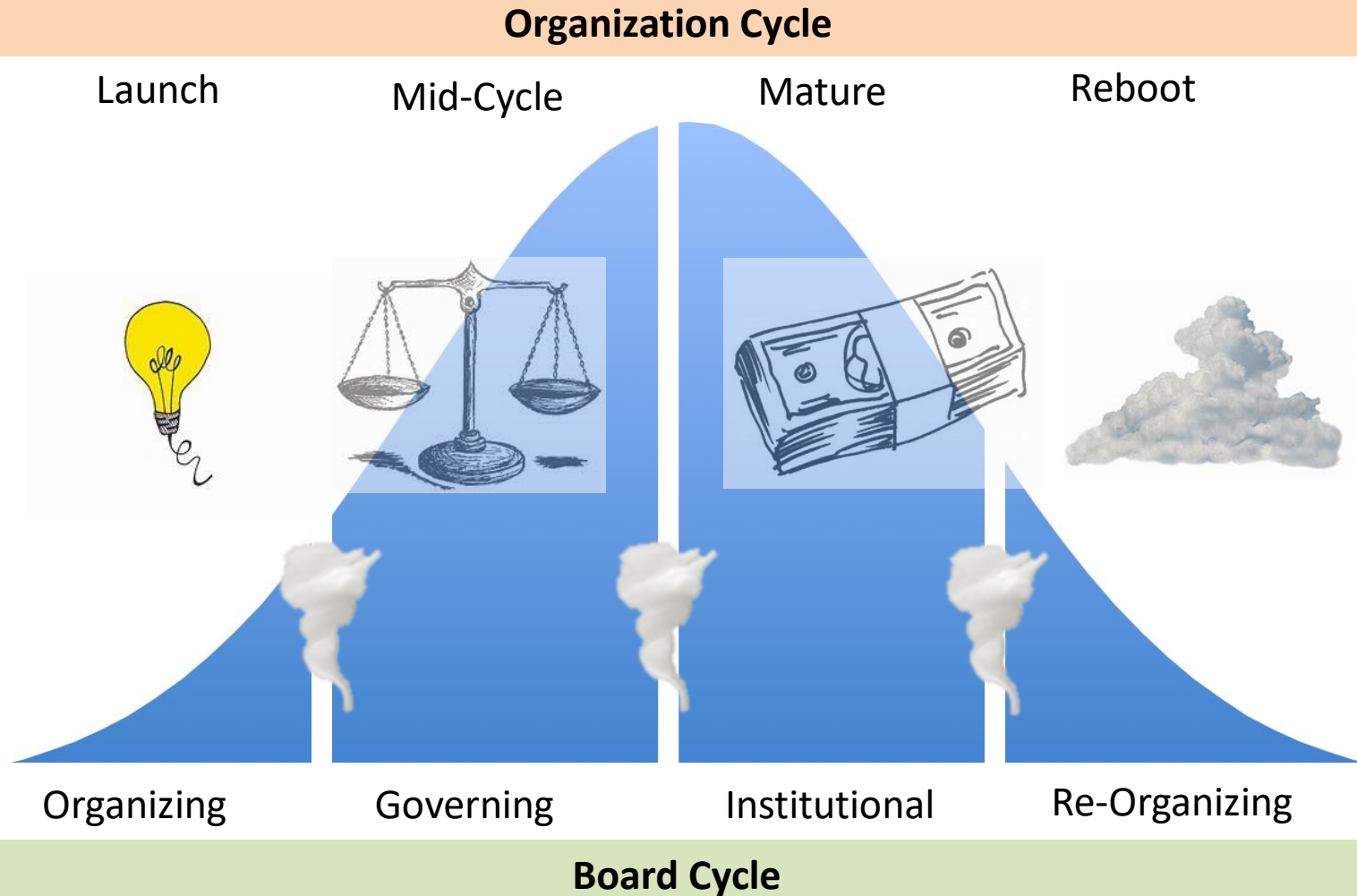
2018 MNN Annual Conference


CAPITAL
MOTION

Ecosystem with Many Roles

- Supervisor
- Succession-planner
- Partner
- Strategist
- Governor (finance & legal)
- Ambassador
- Connected or Independent
- Team

Nonprofit Board & Organizational Sustainability



The background of the slide features a dark, low-key photograph showing the silhouettes of several people in a professional setting, likely a meeting or conference. They are positioned in front of large windows, and their forms are backlit, creating a glowing effect. The overall mood is professional and collaborative.

Best Practices of Highly Effective Boards

- Clear role definition of role & how differs from management (confidence in)
- Wise and sensitive leadership engaged in productive & challenging debate, efficient DM process
- Appropriate composition, alignment with vision, active involvement of all
- Regular performance assessment (ind & collective)
- Thorough understanding of org, willingness to articulate and justify its role in society
- Commitment to transparency & honoring governance

Assembling a Crack Team with SuperPowers

1. Ask what works; what could be better?
2. Inventory skills, talents and SuperPowers of current team
3. Make a plan to fill gaps
4. Recruit with view that each candidate must add to the IQ of the Team
5. Onboard to ensure maximum effectiveness

	Current Board Members			Prospective Board Members		
	name	name	name	name	name	name
Term Expiration Date						
Board Role						
Committee Assignment(s)						
Experience, Expertise or Attribute						
Commitment to mission						
Sensitivity to communities being served						
Currently engaged & informed on topic and content						
Demonstrated willingness to be present and engaged in meetings						
Will proactively represent the organization and/or its interests at community and/or fundraising events						
Has the experience/expertise/ability to develop/a thorough understanding of the problems, plans and potential for the organization						
Will proactively suggest ways/develop strategies for enhancing growing the organization?						
Understands the roles/responsibilities of Board members						
Highly regarded & respected by others						
Influential member of the community						
Able to strengthen the organization because of expertise they bring from their professional background						
Adds diversity to the mix of individuals comprising the Board						
Is an expert specific to the organization's field						
Is willing and able to bring in necessary resources						
Will accurately, enthusiastically and frequently represent/speak on behalf of the organization						
Is a donor committed to the cause						
Is willing to make a significant gift to the organization, specifically						
Is willing to identify donor prospects						
Is willing to solicit donations						
Approach to decision-making						
Communication style						
Flexibility & openness to ideas						
Is their experience in organizations of similar/different size, scale, organization type?						
Specific domain expertise: (examples)						
IT						
Finance						
Marketing						
Specific diversity criteria						
Specific regional criteria						

How Does
Each
Individual
Add to the
IQ of the
Board?

Candidates with SuperPowers



DO THEIR
HOMEWORK & ASK
PROBING
QUESTIONS



UNDERSTAND THE
“NOSE IN FINGERS
OUT” MODEL AND
WHERE YOUR
ORGANIZATION IS
ON THE
CONTINUUM



POSSESS AND
CULTIVATE
IDENTIFIABLE
SUPERPOWERS – BY
YOUR ASSESSMENT
AND THEIRS



WILL NOT ACCEPT A
BOARD ROLE
SIMPLY BECAUSE
THEY ARE
FLATTERED TO BE
ASKED

Interview Guide for Potential Super Heroes

- Motivations/interest in taking this role
- Professional role(s)
- Board service – private sector and nonprofit, and committee work
- Experience with current goals/issues relevant to the board
- Experience with mission
- Experience with communities served
- Commitment to availability
 - Meetings, prep work, committees
 - Public speaking, events, ambassadorship

Whilst Supporting & Leading a High-Performing Team of Super Heroes

- Consistent interview process
- Clear expectations (onboarding program, position descriptions, check-ins)
- Consistent flow of information & tools
- Ongoing board development & relationship nurturing among team
- Effectively manage (out, if necessary) dysfunction

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