

Grow Your Own — Empowering Board Leadership



Suzi Pagel, CFRE
*Exec. Director,
Midway ISD Education Foundation
Consultant,
Foundation Innovation*



**TEFN Annual
Conference
April 6, 2022**

The Best Way to Handle Poor Leadership



- Recruitment
- Training
- Involvement/Connection
- Respect
- Celebrate

Recruit Good Directors

- Look beyond your own backyard
- Committee service can allow you to see them in action
- Express expectations



Train Good Directors




- Orientation
- Mentors
- Mission Moments
- Coaching
- Let Them Shine

Involve Your Leaders



- Alternate speakers
- Include small groups and activities during your meeting
- Avoid “reporting out” by using committee minutes
- Let officers own their job

- 
- Meeting Length
 - Tasks
 - Appropriate Communication Frequency
 - Advice
 - Goals
 - Teamwork
 - Fundraising Coaching
 - It's THEIR Board, not YOURS

Celebrate Always!



But What IF This One Is Already Here?

- The Big Idea Guy
- The Rambler
- The Negative Nelly
- Debbie Downer
- Micro-manager
- Space Cadet
- Let It Go Already



Conflict

“Conflict is inevitable but combat is optional.” – Max Lucado



- **Confront the issue** – head on, in person and not alone if you can avoid it
- Focus on the organization, not the person
- Be specific, give examples
- Listen – state your desired outcome and stop talking

If All Else Fails



**Stay
Strong**
I too shall
pass



Q: Q & A

A decorative graphic in the top-left corner of the slide, consisting of several overlapping diagonal lines in shades of blue and grey, mimicking the corner of a laptop screen.

Thank you for attending!

Suzi Pagel, CFRE
Midways ISD Education Foundation
suzi.pagel@midwayisd.org
Foundation Innovation
suzi@foundationinnovation.com