

RE	RECRUITING						
•	Attributes						
	Skills						
	Skills						
•	Always be recruiting						
•	Before they say "yes":						
	Why they are needed						
	 Term lengths 						
	 Expectations 						
	Important dates Despensibilities						
	 Responsibilities 						
<u></u>	NBOARDING						
	hat do board members need to know?						
•••	Background on the focus of the mission						
	High level view of the strategic plan						
	Roles and responsibilities						
	Procedures/Robert's Rules cheat sheet						
	Contact information for board and key staff						
	Financial status						
	Expectations						
	Challenges Programs						
	Kov dotoo	When do they need to know this?					
		R = Recruiting B4 = Before they start					
	·	1 = First month of service					
		3 = First 3 months of service					
							

How should it be shared?

- Large group/Orientation (L)
 - o Quiz
 - Activities
 - Presentation
- One-on-one (1-1)
- Online portals (OP)
- Emails (E)
- Board Notebooks (BN)
- Videos (V)
- Mentorship (M)
- Researching and teaching (RT)

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What do they need to experience?

- The organization in action
 - o Programs
 - Fundraising event
 - Graduation
 - An ask for donations
- Testimonials of impacted students
- A board meeting
- Board social
- Board training
- Orientation

CONNECTING

Who do they need to connect with?

- Executive Director
- Board President
- Board Mentor
- Other board members
- Key staff
- Recipients
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Create Connections

- Remember we're all different
- Facilitate at board meetings
- Mix up seating arrangement
- Icebreakers
- Involve them early
- Encourage
- Go see them
- Call them

EQUIPPING

Host Annual Retreats

- Discuss relevant topics
- Have an outside speaker
- Strategic Planning

Learn Together

- Articles and books
- Research and share
- Board Training

Experiences

- Spokesperson
 - Skill Development
 - Equipping with information
 - Opportunities

CHALLENGING

- Help them identify their unique impact:
 - O What do you see as the greatest need?
 - O What's the best use of you?
 - O What will be your impact this year?
 - o How do you see yourself impacting the strategic plan?
 - O What's the legacy that you want to leave behind?
- Define your board culture and promote it
- Provide Vision
- Evaluate
 - o Group evaluation
 - Self-assessment
 - After Action Review

G	O	V	F	R	N	П	V	G

- Board Chair & Executive Director Relationship
 - Clear on differentiation in roles
 - o Agreement on _____

- Questions they should ask each other
- Key ingredients
- Agreed upon vision (organizationally and as a pair)
- Open, regular and consistent communication
- Adhere to schedule of meetings and touchpoints
- Understanding of one another's strengths and weaknesses
- Appreciation, respect and trust

GOVERNING (continued)						
Gaining Better Input and Decisions						
o Use consent agenda						
o Provide variety						
 Hear stories 						
Quiz them						
Additional Notes:						

What stood out to you from this session?

What do you need to share with your colleagues?

What three things will you do differently in light of this session?

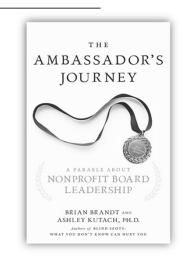
Thank you! Brian Brandt



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