REINVENTING YOUR BOARD
AN OVERVIEW OF COHERENT GOVERNANCE
IAVM WEBINAR

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A LEADERSHIP DEVELOPMENT COMPANY
PRINCIPLES OF COHERENT GOVERNANCE
PRINCIPLE #1
The Board is Accountable to the Owners, and Serves as Their Trustee

PRINCIPLE #2
The Board Knows What its Job is, and is Responsible for its Own Performance
PRINCIPLE #3
The Board Plans its Own Work, and Faithfully Concentrates on its Governance Role

PRINCIPLE #4
The Board is Active, But Not Intrusive
PRINCIPLE #5
Board Members Recognize the Value of Acting as a Unit, Even When Unanimity is Elusive

PRINCIPLE #6
The Board Effectively Monitors Both the Organization’s and its Own Performance
PRINCIPLE #7
The Board Controls the Organization Through Policy, Not Through “Resolutions” or Approving Administrative Recommendations

PRINCIPLE #8
The Board Owns the Vision for Organizational Performance
PRINCIPLE #9
He Who Makes the Decision is Accountable for the Result

PRINCIPLE #10
The Board Considers the Performance of the Organization and the Performance of the CEO to be Identical
Owners

BOD
Owners

BOD

CEO

☑ HR
☑ Asset Protection
☑ Budget/Finance
☑ Buildings
☑ Member Relations
☑ Board Relations

GC Policies

Operational Expectations Policies
ABSOLUTE ROLE CLARITY!!

NOT THIS:

POLICY (Board) → ADMINISTRATION (CEO)

BUT RATHER THIS:
Owners

BOD

CEO

✓ HR
✓ Asset Protection
✓ Budget/Finance
✓ Buildings
✓ Member Relations
✓ Board Relations

Member Results

GC Policies

OE Policies

Results Policies
Owners

BOD

CEO

✔ HR
✔ Asset Protection
✔ Budget/Finance
✔ Buildings
✔ Member Relations
✔ Board Relations

Member Results

GC Policies

BCR Policies

OE Policies

Results Policies
Leadership Team
- Strategies
- Actions
- Program Decisions

Governance Team
- Results
- Operational Expectations
- Linkages

Operational Team
- Site decisions
- Operational Actions

Key
- Systemic Accountability
- Systemic Direction
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