

BOARD CULTURE

WHAT'S REALLY HAPPENING?

with Dave Johnson PhD, RN, LMFT

LOOK FOR AND FIND STRENGTH

- ❖ What is working on our board?
- ❖ How do we evaluate our success?
- ❖ What can we do to build board strengths?
- ❖ How do we empower our members?
- ❖ Does our communication foster inclusivity of multiple viewpoints and diversity?
- ❖ How do we cultivate emotional intelligence and the ability to have respectful communication with difficulty conversations?
- ❖ How do we engage the strengths of individual board members who might be more reserved?
- ❖ Are there needed skill sets such as innovation or entrepreneurship that we should seek in new board members?

 FOELLINGER
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**FIVE WITH
FOELLINGER**

LEADERSHIP IDEAS IN FIVE MINUTES OR LESS

AN INITIATIVE OF THE BARBARA BURT INNOVATIVE LEADER FUND



ASK GOOD QUESTIONS

- ❖ What are our opportunities for board and culture improvement?
- ❖ What are our aspirations for the future?
- ❖ Who can help us?
- ❖ What resources (books, consultants, articles, ted-talks, films etc.) are available to help?
- ❖ Where can we get additional information on culture building and skillset of asking good questions?
- ❖ How can we improve onboarding of new staff, board members or chairs?
- ❖ What are our questions that we need to ask ourselves about our culture and resiliency?
- ❖ Are we setting the agenda and tone of the board meetings to match the desired interaction with board members?
- ❖ Do our board members understand their role and responsibilities?
- ❖ How do we celebrate our successes?
- ❖ Do our meetings engender good opportunities do dialogue about strategies for success?





NOTICE THE POWER OF STORY AND STORYTELLERS

- ❖ Have board members tell a short story about a time when they were part of a highly effective culture or team. *Maybe the story was recent or many years ago. Perhaps it took place with a sports team, church, school, workplace, or civic organization.* Members could share about a time perhaps that the culture navigated a challenging situation...what did I look like and how were they able to navigate?
- ❖ After sharing their short story of 3-4 minutes each, members have an opportunity to dialogue and ask questions. Take time to summarize common threads or best practices that were imbedded in their stories.
- ❖ Discussion about the NORMS or desired best practice culture could ensue. Beyond teambuilding, this exercise builds awareness of each person's role in building a resilient culture. Since culture is likened to be the personality...*how would we want that personality to be described to someone outside the organization? How can our individual board members move their own compass needle toward the goal of ideal culture?*

