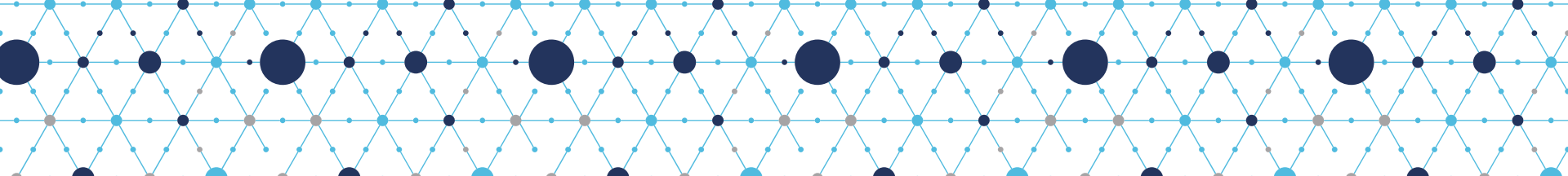


# Before Conflict Strikes: Setting Norms for Boards



Presented by  
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Nonprofits)

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## Our Mission

Fuel the effectiveness of nonprofits  
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# Who is Responsible?

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# Boards and Conflict

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**Raise your hand if you have experienced conflict on your board...**

**What types of conflicts have you experienced?**



# 4 Things To Before It Strikes

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- Recruiting & On-Ramping
- Board Structures
- Holding Each Other Accountable
- Board Development

# Recruiting & On-Ramping



- Preparing for New Members
- Setting/Re-setting Expectations
- On-Ramping Process

# Structure for Success

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- Lean Into Mission, Vision & Values
- Focus on Relationship Building
- Be Explicit About Decision Making Strategies
- Design Meetings Intentionally



- Establish Board Norms
- Define and State the Behaviors WANTED
- Ask the Hard Questions:
  - How will we handle confidentiality?
  - How will you hold each other accountable?
  - How do we address and repair breaches?





# Board Development



- Assess Each Meeting in Real Time
- Annual Assessment
- Budget for and Schedule Regular Development Opportunities

# In Summary

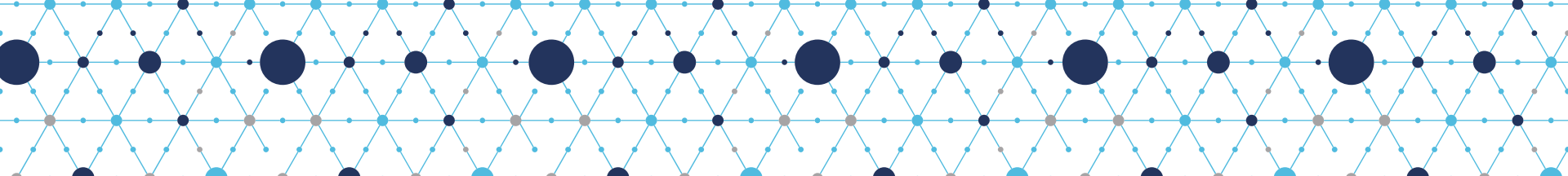
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- Board Structures
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# Thank You!



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