Before Conflict Strikes: Setting Norms for Boards

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Our Mission

Fuel the effectiveness of nonprofits with guidance, expertise, and capital.
Who is Responsible?
Boards and Conflict

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

What types of conflicts have you experienced?
4 Things To Before It Strikes

- 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

• Lean Into Mission, Vision & Values

• Focus on Relationship Building

• Be Explicit About Decision Making Strategies

• Design Meetings Intentionally
Accountability

• 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

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