2024 Nonprofit Leadership Conference

May 8, 2024
Minneapolis
Humanizing Board Engagement: Aligning Organizational Identity with Inclusive Practice

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May 2024
Intended Outcomes

• Build understanding of organizational identity and explore models for organizational practice pertinent to board engagement
• Apply models to align theory and practice within respective settings
• Reflect on the process to inspire re-imagining and implementing models for sustained, impactful engagement with their board
Agenda

- Welcome & Overview
- Brief window into organizational structure
- Snapshot of an aligned organizational structure with values: Seeing Things Whole
- Application to participants’ setting: Creating inclusive engagement
- Q & A
Organizational Structure:  
*framework for relationships and power dynamics*

<table>
<thead>
<tr>
<th>Strong</th>
<th>Weak</th>
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<tbody>
<tr>
<td>clear sense of direction</td>
<td>silos – fractured purpose</td>
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<tr>
<td>clear definition of roles</td>
<td>confusion w/i roles</td>
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<tr>
<td>ease in communication</td>
<td>lack of coordination</td>
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<td>smooth coordination across functions</td>
<td>failure to share ideas</td>
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<td>collaboration</td>
<td>slow decision-making</td>
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<td>unnecessary complexity, stress, and conflict</td>
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Choices: aligning purpose/structure/process

Recall a recent board meeting you attended at your organization.

Describe your organizational structure to the person next to you.
Seeing Things Whole Model

Who you are
What you value
Why you are here

Who you serve
How you serve
Why you serve

How you acquire, care for, and sustain resources
Augsburg University Strategic Plan

PURPOSE
Strengthen Augsburg’s three-dimensional education (Make a living / Make a life / Build community)

IDENTITY
Advance the public purposes of an Augsburg education

STEWARDSHIP
Grow as a sustainable university
Empowering Others

- Better stewardship when you are clear on your identity and purpose
- Practice of reflection
- Practice of inquiry (curiosity)
- Importance of perspective taking
- Power of relationships – we need each other in the work that we do
Have you seen a symphony orchestra? There is a chap at the back carrying a triangle. Now and again the conductor will point to him and he will play "ting." That might seem so insignificant, but in the conception of the composer something irreplaceable would be lost to the total beauty of the symphony if that "ting" did not happen.

—Desmond Tutu
How do you see the ‘ting’ in your organization?

- Reflect on a recent board meeting.

- What was happening? What could happen to increase engagement?
Resources for increasing engagement

ToP Focused Conversation

Generative dialogue

Tips from Milway & Ditkoff (2024) – Inclusive Board Meetings
Thank you!

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