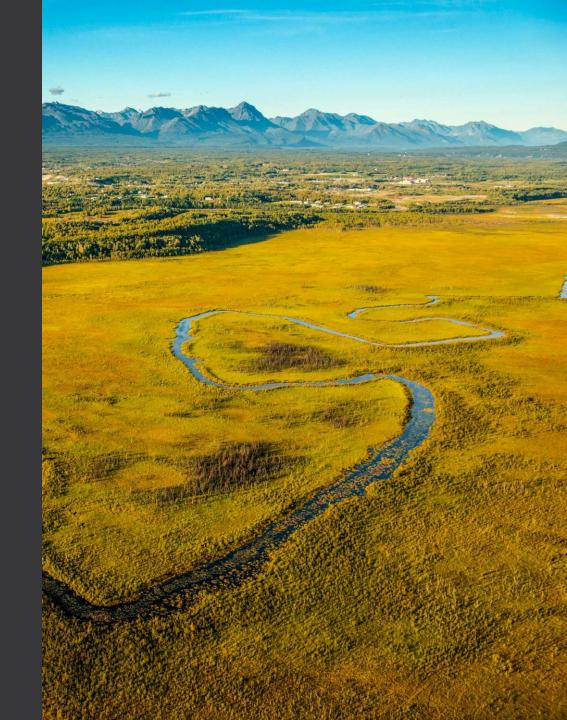
Culture 101:

How does your board conduct itself?





"Culture eats strategy for breakfast."





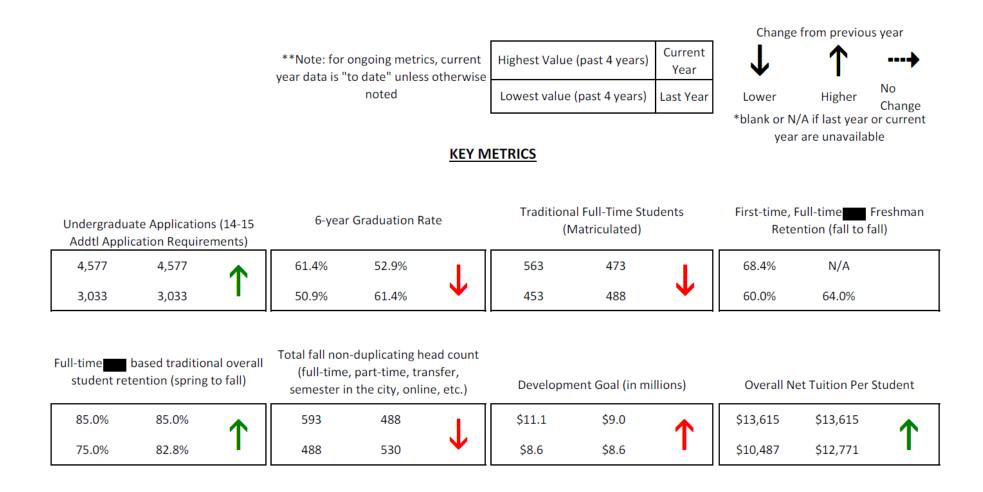
Board Culture Defined

The underlying beliefs, assumptions, values, and the ways of interacting that contribute to the unique social and psychological environment of an organization or group.

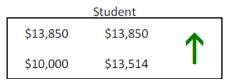








First-Year Full Time Net Tuition Per







Board Culture as a Key to Effectiveness

> Intentionality





Healthy Board Culture vs. Toxic Board Culture

- > Cliques within the board
- Failure to include all board members in meaningful conversations
 - > Lack of participation by board members who represent constituencies in decision-making
- > Overuse of the executive committee
- Dismissive behavior among board members and with key staff
 Board Leadership & Development



Boards Improve and Maintain a Healthy Board Culture by Having

- > A chair who is an effective facilitator
- Strong relationships among board members, with CEO and senior leadership
- > Cultures that take the long view





Board Culture Check Up

- Should be done annually
- > Can help "depersonalize" and "get on the table" difficult issues
- > Feedback and results cannot stay on the shelf





Questions for Discussion and Work with Your Coach

- 1. What adjectives currently define your board culture?
- 2. What is working right now? Are there any toxic elements?
- 3. How do you describe board culture to a prospective board member?
- 4. What might you want the board culture to look like in two years?
- 5. What steps could you take to make shifts in board culture?
- 6. Should we add board culture to your Five Strategic Next Steps?



