



Three Strategies for Nonprofit CEOs to Help Develop Their Boards

Creating a strong board requires collaboration of the board leadership, senior staff, and most importantly the Chief Executive Officer (CEO). Although a Board is ultimately accountable for the nonprofit, it is not only the responsibility of the CEO and senior staff to guide them but to also gently encourage them to adhere to their duties in a timely manner. A **coaching approach by the CEO and staff leadership** towards their Boards can help strengthen the relationship. Do so by:



Pro-actively Connecting

- Schedule monthly (or more) meetings with the Board Chair to monitor agency health, measure progress towards goals and to work together to ensure optimum board functioning.
- Connect with each board member **one-on-one** at least annually.
- Know **how your board members respond best**, whether it be by text, phone, email or individual in-person or virtual meetings.
- Although the onus isn't on the CEO alone, persistence and follow up go a long way.



Offering Professional Development Opportunities

- Create a **mentorship program** to help guide new members.
- Include a line in the budget for **board training opportunities**- whether you are bringing in professionals at board meetings or paying for board members to attend outside training.
- Generate a **sense of belonging and enhance affinity** for your organization through team building activities, socialization, and recognition.
- Ask each board member to **set individual goals** and review progress towards those goals.
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Engaging Committees Regularly

- Cultivate the **Executive Committee** as a board management committee.
- Organize an **annual board planning meeting** to establish or reaffirm committee objectives.
- Encourage committees to **set annual goals** and systematically measure and evaluate progress to improve accountability.
- Include **committee reports** on every board meeting agenda.

These strategies will help CEOs strengthen and motivate their boards and will communicate the message their relationship as a professional partnership. For **board development and facilitation services** please visit sheerstrategy.com or contact us at (215) 680-0684 or at maddyschiering@sheerstrategy.com.