



HOW TO ENGAGE BOARDS IN EFFECTIVE POLICY CHANGE



BOARD MISSION & PURPOSE

- Boards must grasp the organization's mission and purpose.
- Tools like board effectiveness review and survey assess board effectiveness.
- Questionnaires pinpoint gaps in mission alignment.
- Criteria include strategy alignment and stakeholder accountability.
- Boards should evaluate members for effectiveness traits.

Tip: To enhance board effectiveness in governance, prioritize a comprehensive board assessment process.

BOARD MEMBERSHIP

- People are central to organizations' success.
- Improve board effectiveness by considering board members.
- Diversity encompasses more than gender and ethnicity.
- Include diverse abilities and engagement.
- Schedule at least one annual meeting for collaboration and goal-setting.

Tip: Consider developing a board composition matrix





BOARD GOVERNANCE

- Effective board governance sets organizational tone.
- Board leader or lead independent director distributes duties.
- Critical roles allocation supports governance.
- Overlooking structural flaws can hinder board operation.

Tip: Create specialized board committees, such as governance committees



DO YOU NEED A POLICY ON POLICIES?

The key elements for a policy on policies are:

- **Policy hierarchy:** Documentation defining the organization's activities in order of precedence.
- **Policy development process:** Requirements for creating policies, procedures, etc., including process maps and templates.
- **Roles and responsibilities:** Information on involved individuals, their tasks, and approval authority for policies and procedures.