



LEADERSHIP VENTURES

ADDENDUM: FLIP CHART TRANSCRIPTION

**BD Engagement
January 11, 2008**

#1: Think about a time when your board was most engaged, what was happening?

- Passion/Mission
- Relationship/Connection
- Energy to move organization forward
- Capital campaign, new building
 - Projects/possibilities
- Dedicated staff time
- On-committees/ involved
- Executive sessions- to create team
- BD Chair-leader
- Meaningful work
- New Directions/new exec.
- Responsibility
- Crisis/intensity
- Events
- Planning and annual engagement opportunities
- Involvement with programs
- Educational opportunities
- Someone who acts as change agent
- Outside change agent
- Strategic Planning
- Vision
- Selection of members
- “Burden”- gets it- personal ownership

#2: What are clues your board or a board member is becoming or is unengaged?

- Un communicative
- Checking phone at meeting
- No contribution= vocally/\$
- Don't show up⇒ phone/ e-mail/ in-person
- Attitude of “you” vs. “us”
- Misrepresent in community
- No clue of what's happening-
 - Organization and board
- Personal interest trumps board role
- “Cranky” ⇒ Need story behind it
- Recognize “right”/ expected role of board
- No innovative



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#3: WHY do you think board members become unengaged in the work of the board? What causes disengagement?

- Schedule change- guilt of not coming/doing something to commit to
- Change-need to process/ grieve
- Feel unsupported/ heard/ respected
- Boredom- meetings/ nothing to think about
- Dominating board members
 - Board cliques (team dynamics)
- Not engaging their skills/talents
- No clear orientation/ knowledge of roles and responsibilities
- Mission/growth of organization
- People and passions change
- Need to engage to motivations to fit or not
- Lack of connection to be authentic- permission
- Culture of board

#4: What are some strategies to engage board members?

- Interview potential members- connect with passion
- Mentor/students/client at each meeting
- Succession planning
- Bring up in organization
- Bring someone from outside- facilitation
- Could engage volunteers adhoc
- “Fish in pond” where people are
- ED- network with other nonprofits