

## BOARD SELF-EVALUATION: MJ's Baker's Dozen



### Yearly Improvement Results: Internal Board Development

- 1. Positioning:** Is your Board *visible and active in community activities* to generate strategic partnerships, collaboration, and joint fundraising opportunities?
- 2. Mission, Vision, Values, and Goals:** Are they understood? What are they, in your own words? Are they being met? How or how not? *Should the Vision be reconsidered and adapted to current local issues or pressures? Are you values driven as a Board?*
- 3. Group process:** What is going well? Are Board and Staff respectful to one another, sharing information, expectations, and credit? Are Board/Staff members accountable?
- 4. Implementation of roles and responsibilities:** Are they clear? Are they effective? What will make them clearer? Are key expert roles missing?
- 5. Leadership skills and development:** Does the Board respond to crisis and change effectively reflecting on core values, and with mutual trust and respect? Is there enough opportunity for everyone to participate in leadership roles?
- 6. Personal preparation for being a board member:** What was it? Was it sufficient? What attitudes are needed to be accepted as a *ethical and contributing* Board Member ?
- 7. Meetings, participation and understanding of agendas:** Are they effective? Timely? Interesting? Does everyone get involved, remain involved? Do they begin with agendas and end with action and renewed enthusiasm? Are notes and plans recorded well?
- 8. Committees and/or task force assignments:** Are they appropriate? Are people following through? Which are going well, and which goals or projects need revitalization, integration, or elimination? What are the current priorities?
- 9. Financial management:** Are the financials understandable? Are funds being used appropriately? Is there concern about any aspect of the financial management or accountability? Are there regular outside audits?
- 10. Working with the Executive Director:** Does the Board let the Executive Director manage, without micromanaging or second guessing? Are communications open, efficient, and productive? Are all Staff *accessible* for essential discussions? Is there a *chain of appropriate communication flow* clearly understood by all?
- 11. State/Stakeholder relations:** Do you know who your stakeholders are? Are you meeting their needs? Do you need more contact with or information about them—their interests, what is important to them? Do you understand their constraints?
- 12. Nominating /Recruitment process:** Is it appropriate and effective? Do Board needs skills, and strengths drive selection, rather than friendship? Do you have the right people on the board with diverse enough skills and backgrounds? Who DO you need?
- 13. Fun and Enthusiasm—Are Board/ Staff activities energizing, and FUN!**

## The Whoopee! Over WOE Equation™ ...for Key Players on Boards: Eating Problems for Breakfast!

**Job Role:** Promote Energy, Openness, and necessary Focus (High EOF level)

**WHO you are and what you bring:** You see yourself as a *Key Player*, and not an *impediment or judge*; this is a different role than a usual business board.

**HOW you work:** Collaboratively, rather than competitively; using intelligence (both emotional and mental) . You let go of your own views , are open to other ideas, and let others be right too so there can be one harmonious focus as a result.

**WHOOPS:** You tolerate errors—avoiding finger pointing, gossiping, and blame. There is a focus on learning about what happened, not who done it, and a “fix and prevent” attitude. You simply accept the truth and move on— “It is what it is!”

**HOOPS:** You are accepting of some irrational steps in getting things accomplished.

An entrepreneurial culture in an tough environment with lots of oversight and checkpoints requires, patience, resilience, and bounce back to counter frustration.

**POOH?** You control excess drama and remain focused on getting that “honey”. You avoid pooh poohing other’s ideas—you advance good intentions and help shape innovative ideas so they are more enticing and realistic.

**WE:** You can’t make Whoopee! alone—that is why there are cooperative, collaborative relationships, and opportunities are sought for all. You support the staff and the roles they are hired to play, and are easy to work with.

Finally, the **Ratio of Whoopee! To WOE equals HOPE**... You encourage and support only hopeful courses of action. You focus on “What’s going well, and how to make it better”

As a collective Whoopee! attitude approaches infinity, WOE<sub>s</sub> will approach ZERO.

**WHOOPEE! = HOPE in the future, and Right Action**  
**WOE**

**Humans Of Planet Earth** working together to overcome WOE<sub>s</sub>  
**Having OLD Paradigms Expire**  
**Having Opportunities to Produce Excellent Governance**

Get it done, get it right, get along well, get acknowledged as a team, and MAKE it FUN!

