

7 Steps to Better Board Recruitment



1. INTEGRATE YOUR STRATEGIC PLAN

An effective strategic plan is a roadmap that guides an organization toward the achievement of its mission.



2. INVENTORY YOUR BOARD

Know what your board members bring to the table by creating a matrix of their strengths, organizing by categories like industry, age, ethnicity, affiliations and anticipated roles.



3. REVISIT YOUR BYLAWS

The bylaws typically define how the board functions and who is eligible for board membership; be sure to adjust outdated information before new board members arrive.



4. CLARIFY EXPECTATIONS

Prospective board members should know from the onset what's expected in terms of meeting attendance, committee membership and annual financial contribution.



5. DEFINE AND EXECUTE THE RECRUITMENT PROCESS

The governance or board development committee should follow a carefully designed and timely recruitment process that defines roles for the committee, the board members and the chief executive.



6. ONBOARD EFFECTIVELY

The board orientation should introduce the organization along with its mission and programs, clarify time and financial demands, foster team-building among board members, and bring new members up to speed on organizational activities, decision-making processes and board practices.



7. ASSESS BOARD AND BOARD MEMBER PERFORMANCE

On an annual basis, the board should rate its performance in every aspect of governance. Similarly, board members should assess their own performance in the context of what was expected – and promised.

CONTACT YOUR ADVISOR TODAY

+1 866 966 4987

info@boardeffect.com

UNITED STATES

1385 Broadway
19th Floor
New York, NY
10018

LONDON

1-3 Strand
London
WC2N 5EH,
UK

NEW ZEALAND

17 Birmingham Dr.
Middleton
Christchurch, 8024
NZ