



BUILDING BOARD ENGAGEMENT & ACCOUNTABILITY

Presented by Beth Gansky, Leadership Consultant

July 27, 2020 6 Av 5780



National Council of Jewish Women

GOALS OF THE SESSION:

Imagine

Imagine the impact that a "culture of accountability and action" can have on your Section

Learn

Learn how to make proper requests and offers

Revisit

Revisit your "Expectations, Roles, and Responsibilities for Board Members" in your Section

Share

Share tools that already exist that you can easily adapt



HOW ARE YOU FEELING?

- Before we get started - please write 3-5 words in the chat on how you are feeling on this Monday



LET'S DO A POLL !

Let's do a poll to get a feel for how people are doing about managing roles and accountability for their board members.

POLL WILL GO LIVE:

- When I ask my board members to take on a responsibility - I am confident they will follow through.
- I am comfortable holding people accountable for their commitments.
- There are clear expectations for all board members as to what their specific responsibilities they have.



CULTURE

“Culture eats strategy for breakfast” –Peter Drucker

Culture needs to be intentionally created and owned by the professionals and volunteers – the entire team.

Culture is the result of every choice, big and small.

FOR EXAMPLE:

- How are meetings run, and how often?
- How do leaders mentor new and emerging leaders?
- How are the contributions of leaders recognized?

EXERCISE:

- What are the values that drive your culture?
- What is one priority around organizational culture that you would like to see your Section work on?
- What would be the next step in moving that conversation forward?



CULTURE

"Culture eats strategy for breakfast" – Peter Drucker

- Break out rooms with three people per room
- 6 minute conversation regarding the culture exercise

MAKING EFFECTIVE REQUESTS:

THERE MUST BE A:

- Committed speaker
- Committed listener
- Future action and conditions of satisfaction
- Timeframe – a task without a deadline is a hope, a wish, and a prayer
- Context and Mood

RESPONSES TO A REQUEST:

- Yes
- No
- Counter-offer



LET'S PRACTICE!

We will meet in breakout rooms in groups of three to practice making a request. There will be a person making the request, a person to reply, and an observer. You will have 6 minutes for this - 2 minutes per request.

SPEECH ACTS



A wish is a request that has never been formalized



Resentment is what happens when you fail to honor a request I never made



A breakdown is what happens when we think we have an agreement



A complaint is an issue you have when an agreement is in place



Suffering happens when you fail to follow through on your declaration

TOOLS & RESOURCES:

- Joyce Rosenfield - Shadowing Program, Dallas
- Leadership Application and Leadership Development Program - Minnesota
(show the application, along with the link)
- https://docs.google.com/forms/d/e/1FAIpQLScb4FwMoANqMoMaouuozuf0jf29rS25JISQur_apWH1cozu3Q/viewform?usp=sf_link

POSITION EXPECTATIONS HOMEWORK

- Review your Board Member Expectations and Responsibilities– who needs to review this with you?
- Identify one other Section to consult with – National can help match you with someone.
- Peruse the Leadership resources section of the NCJW website for examples – this is a tremendous resource!