

# Board Training for



# Inspiring Community Greatness

Based on the work of Hildy Gottlieb

Presented by  
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Does your board look like this?



Would you like it to look like this?



## The New Board Training

- "It is time to stop looking at governance as a 'problem to be solved,' and instead see governance as an 'opportunity to change the world.'" Hildy Gottlieb

*Your board can make a real difference in your community!*

## Where do we start?

- Start by focusing "first and foremost on providing extraordinary community results." Hildy Gottlieb



## What do boards do?



### • Leadership

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- Legal oversight
- Operational oversight
- Board mechanics

## How to Create Extraordinary, Visionary, Long Term Impact in Your Community

### 1. Define what matters.



## How to Create Extraordinary, Visionary, Long Term Impact in Your Community

### 2. Put what matters into action.



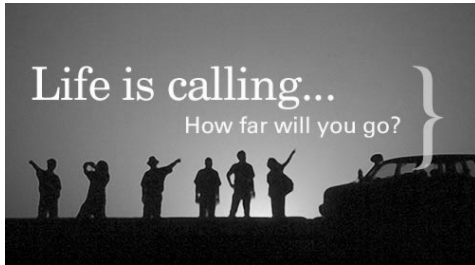
## Defining What Matters

### 1. Create a vision

- What difference do we want to make? For whom?
- What would their lives, and our organization, be like if we are successful?



## What is your vision for your organization / community ?



## Defining What Matters

### 2. Create a Mission

What will we do to bring our vision to reality?



- Example:
  - Not just a shelter to help animals.....
  - Creating a more humane community in every way - where all life is valued.

## What is your mission?



## Defining What Matters

### 3. Create values

- What behaviors will the organization and its leaders model to the community?



Example:

If a domestic violence organization wishes to create a community where all individuals feel safe, they will vow to do their own work in a way that creates a safe place for open discussion between the board, staff and volunteers.

## What are your values?



## Putting What Matters into Action

- "When a board is *Governing for What Matters*, the 3 statements (vision, mission, & values) ARE the real work.
- "They are the principles that guide every decision that is made, and the barometer against which every action is measured."

## Remember what boards do?

- **Leadership**
- Legal oversight
- Operational oversight
- Board mechanics
- All must be related to the vision, mission and values.



## The Real Power of Boards

- "The board can be conscious of the power they have, in every decision, to change lives, to make a difference - to create the future of their community."



## Putting What Matters into Action - PLANNING

- "Creating a plan is the only way a board can proactively lead an organization... (and) not always be putting out fires."
- The plan is aimed at "creating.... improvement to the community's quality of life... creating something extraordinary."

## Vision-Based Community Impact Planning

- **Phase 1: Focus on the future you want to create for your community, and work backwards.**
- Our goal is a community where \_\_\_\_\_
  - What conditions need to be in place to make this a reality?
  - What pre-conditions need to be in place, etc.?

## Vision-Based Community Impact Planning

- **Phase 2: What steps can we take in the next 12-24 months to begin working toward our goal?**

- What do we need to learn?
- Who could assist?
- How do our current programs fit into the new plan?



## Vision-Based Community Impact Planning

- **Phase 3: Focusing on the organization.**
  - What do we need to have in place to ensure every function of the organization is healthy enough for us to create the kind of community we dream of?
  - Includes personnel, facilities, equipment, maintenance, finances, board development, community engagement, etc.

## Vision-Based Community Impact Planning

### • Phase 4: Monitoring Progress & Results

- Do it at every meeting.
- Make adjustments as needed.
- Act in accordance with your highest goals - walk your talk!



## Celebrate!

- Appreciate that you're aiming high
- Celebrate each small success
- Celebrate everyone's efforts -
  - Your energy
  - Your excitement
  - Your pride in going for what really matters



## Pollyanna Principles

by Hildy Gottlieb

### The Ends

- # 1 - We accomplish what we hold ourselves accountable for.
- # 2 - Each and every one of us is creating the future, every day, whether we do so consciously or not.

<http://www.help4nonprofits.com/H4NP.htm>, <http://pollyannaprinciples.org/>

## Pollyanna Principles, cont.

### The Means:

- # 3 - Everyone and everything is interconnected and interdependent, whether we acknowledge that or not.
- # 4 - "Being the change we want to see" means walking the talk of our values.
- # 5 - Strength builds upon our strengths, not our weaknesses.
- # 6 - Individuals will go where systems lead them.