

Top Ten Tips for Improving Board Engagement

The following are the “Top Ten” tips for enhancing board engagement.

1. Spend board time and resources talking to board members, complete surveys, questionnaires, complete a formal “needs assessments” and board review every year. “Check in” regularly.
2. Make the element of “engagement” of board members explicit in board / directors manuals, policies and practices
3. Ensure the dynamic nature of the board is maintained by rotating roles and recruiting new members. Make sure nobody has served too long as a board member and the difference between being a great,

“**Board** of management” does not turn in to being “**Bored** of management”
4. Provide support to all board members and help them evaluate their efforts.
5. Separate **appointment** (how people are chosen for the board) from **representation** (how people are expected to act once they get there).
6. Develop a board recruitment plan that includes attracting those people who are willing to be involved at the level they need to be.
7. Develop and enforce a “speak with one voice” policy for communications outside of board meetings.
8. Distinguish between governance decisions and operational decisions.
9. Ensure that the organisation’s mission, objectives and core values are front and centre - keep all “eyes on the prize”. A vague mission statement or absence of clear objectives can lead to board division rather than board cohesion.
10. Celebrate successes and ensure you thank board members often for their service to the centre, the learners and the manager and staff in particular.