



The BoardBriefing

The Board Briefing eNewsletter-27

JULY/AUGUST 2017

BOARD Briefs are a series of "at-a-glance" written resources, including video and audio tools to assist Board Volunteers in supporting their local Boys & Girls Club. They are designed for use at board and committee meetings, new board member on-boarding, providing educational and generative content.

BOYS & GIRLS CLUBS OF AMERICA

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MISSION. VISION. MOVEMENT.

CREATING GREAT FUTURES FOR AMERICA'S YOUTH

Pacific West/Southwest Leadership Conference
Sept. 12-14, 2017
Las Vegas

Pacific West-Southwest Leadership Conference

Join us **September 12-14 at Planet Hollywood Resort & Casino in Las Vegas, NV** for an opportunity to network and learn with your fellow board members from the Southwest and Pacific Regions.

To Register, click [here](#) - deadline is **September 5**.

Hotel Reservations, click [here](#) - deadline is **August 18** or when the room block is full.

To view the **Full Schedule of Events and Sessions**, please click [here](#). The board sessions are highlighted in yellow for your reference.

Welcome New National Leadership

Helen Hampton officially joined Boys & Girls Clubs of America as our new Sr. Vice President, Strategic Leadership Development on June 1st. Helen joins us from the PulteGroup where, as Vice President of Organizational Development & Learning, she led the organization's employee engagement, organizational culture, and learning & development efforts.

Additionally, Helen's background in inclusion, diversity, coaching and succession planning enabled her success during her 12 years with the company, and will continue to drive our critical work in Talent Development at BGCA. While here, she



will be focused on building capabilities with local Clubs through targeted learning opportunities such as the Advanced Leadership Program, the Club Directors Academy, and the development of an Emerging Leaders program. Additionally, she'll bring an enhanced focus on CEO recruitment, retention, and development while ensuring local Board leaders have access to strategic development opportunities, relying on a Movement-wide Learning Management System.

Helen will also work with Human Resources to ensure BGCA's national staff have access to development and training opportunities as we work to ensure that every member of the National Staff has the tools, capabilities, and skillsets required to advance our mission.

Prior to Pulte, Helen held leadership and development positions with Volkswagen and marketing positions with Ameritech Advertising Services, and General Motors. She received her MBA in Marketing from Wayne State University, and her BS from Michigan State University. She has three adult children and lives in Atlanta, Georgia.

Please join me in welcoming Helen to the BGCA family hhampton@bgca.org!

Succession Planning for the Board Chair Position

The board chair role is one of the most important positions in a nonprofit. As the leader of the body that has ultimate accountability and authority for the organization, the board chair is responsible for leading the board in the oversight, thinking, and support that are critical to good governance and organizational success. This is why board chair succession planning--as well as the identification and nurturing of promising board members--should be a priority and an ongoing activity for every board.

To view the full article, please click [here](#).

Capital Campaigns: The Board's Role

Many organizations choose to fund growth through a capital campaign – a multi-year effort to raise a large amount of money for a specific purpose, such as a building project, the expansion of programs, or the acquisition of an endowment.

More than any other fundraising engagement, capital campaigns are dependent on the board's commitment. The board must fully support the idea, be ready to commit the time and effort, participate in events, and help materialize the major part of the lead gifts. Overall, the board operates on two levels during a campaign: It supports or endorses key decisions, and helps raise money.

For more information on the board's role in a capital campaign, please click [here](#).

High-performing teams: A timeless leadership topic

CEOs and senior executives can employ proven techniques to create top-team performance. It's why 90% of investors think the quality of the management team is the single most important nonfinancial factor when evaluating an IPO. No matter how brilliant your mind or strategy, if you're playing a solo game, you'll always lose out to a team. Talent wins games, but teamwork and intelligence win championships.

Please click [here](#) to view some ideas around team composition and team dynamics that have long proved their worth.

Mentor Your Way to Board Development

Are you looking for a way to develop your board member's leadership abilities? A board mentoring program can have powerful results.

Savvy nonprofit boards are following the lead of their private sector cousins and utilizing mentoring as a means for orienting new members, promoting individual and organizational learning, and preparing for leadership succession.

To view the full article, please click [here](#).

What Makes Great Boards Great

In 2001 during the Enron scandal, it seemed inconceivable that business disasters of such magnitude could happen without gross or even criminal negligence on the part of board members. And yet a close examination of those boards reveals no broad pattern of incompetence or corruption. They passed the tests that would normally be applied to ascertain whether a board of directors was likely to do a good job.

It's time for some fundamentally new thinking about how corporate boards should operate and be evaluated. We need to consider not only how we structure the work of a board but also how we manage the social system a board actually is. It's not just about tightening procedural rules for boards and ignore their more pressing need - to be strong, high-functioning work groups whose members trust and challenge one another and engage directly with senior managers on critical issues facing corporations.

Please click [here](#) for the full article.

Untangling Your Organization's Decision Making

Any organization can improve the speed and quality of its decisions by paying more attention to what it's deciding.

Corporate leaders are more aware today than they were 20 years ago of the cognitive biases- anchoring, loss aversion, confirmation bias, and many more- that undermine decision making without our knowing it. Some have already created formal processes- checklists, devil's advocates, competing analytic teams, and the like- to shake up the debate and create healthier decision-making dynamics.

To read more about this topic, please click [here](#).

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