



The BoardBriefing

The Board Briefing eNewsletter-28

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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.



John Miller
Senior VP, Field Operations

BGCA Managing Executive Transition

I want to thank you for your leadership and share with you that Boys & Girls Clubs of America has prepared a technical assistance tool kit and strategy for supporting local Boys & Girls Clubs through the most important and critical change transition, the transition to a new CEO.

The only driving force in an organization more critical than strategic clarity is investing in talent, especially the CEO, to execute the plan for optimum impact. Opportunities such as managing CEO transitions will prepare your organization and our Movement to advance our Great Futures 2025 Plan. To be successful, leadership development will be the key to a strong future. Managing the widow of opportunity of your executive transition will be vital to your future effectiveness and to the Movement. Contact your Director of Organizational Development for more assistance and access this great resource.

Please [click here](#) to view the Executive Summary video.

How Nonprofit Executive Search is Changing, And What Your Organization Needs to Do Now

A recent Association of Executive Search and Leadership Consultants (AESC) survey reported CFO hunts took longer in 2016 than in 2015. And as the economy continues to improve, other executive positions will be affected as well. Today, candidates can be more selective, and nonprofits are finding their leadership positions left vacant for longer as a result.

The growth of social enterprise and purpose-driven business is also making it harder to compete for talented executives. Purpose-driven leaders who may have once seen the nonprofit sector as the only place to pursue a meaningful mission are now exploring new options in the private sector.

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

Nonprofit Board Responsibilities: The Basics

A board is needed to incorporate a nonprofit, to get it tax exemption, to apply for a bank account, to properly file annual reports, and to do most important transactions. This is so because the principal roles of the board of directors are to represent the public (or membership) interests in the organization and to represent the organization as its legal voice.

The logic goes as follows: Nonprofit and for-profit corporations are not natural persons, meaning that they have rights and responsibilities but cannot read, write, think, or execute for themselves; corporations need a human group or person to do so and to guide decisions so that they positively influence the organization and the commitments it has made, including the choice of its chief executive and how it will carry out its mission.

Please [click here](#) to view information on how to fill these roles and to see the essential tasks the board must be able to accomplish.

The Top Five Ways to Mess Up HIRING THE RIGHT CEO

There are few board responsibilities more important than hiring the right chief executive, as any board member who has had to remove the wrong one knows. And yet, even smart boards mess up the hiring process. There are five common mistakes, ranging from least to most problematic, and tips on how your board can avoid making them.

The right hire can easily make up for a few weeks. But the wrong hire will cost you months of lost time, not to mention lost opportunity and momentum.

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

Board Leader Spotlight: William A. Blasé, Jr.

Bill Blasé is Senior Executive Vice President of Human Resources for AT&T Inc., the world's largest telecommunications company. He is charged with the development and implementation of human resources policies and practices in support of AT&T's global workforce, as well as the company's relationship with the unions that represent AT&T employees.

From December 2005 to June 2007, Mr. Blasé served as Executive Vice President-Labor Relations. Before that, he was President and Chief Executive Officer of SBC Southwest, where he was responsible for overall leadership in the SBC Southwest and SBC Southern New England Telephone (SNET) regions, including network, consumer and business sales and external affairs.

BoardLeader
SPOTLIGHT



Mr. Blasé is a member of the Board of Governors, Southwest Region of the Boys & Girls Clubs of America. He has also served as part of the Leadership Committee for the Southwest Youth of the Year events.

Mr. Blasé was born and raised in St. Louis. He holds a bachelor's degree in political science from Loyola University, a master's degree in business administration from the University of Missouri at St. Louis, and a doctorate in business administration from St. Louis University. In addition, he is a Chartered Financial Analyst and has served as an adjunct professor of finance at George Mason University.

Risk, Uncertainty, and Nonprofit Entrepreneurship

The goal of this article is twofold: first, to discuss the difference between risk and uncertainty; and second, to deliberate on why the latter is essential for comprehending nonprofit sector entrepreneurship.

So what does this have to do with entrepreneurship? To answer this question, we need to start by saying something about the time when Risk, Uncertainty, and Profit was first published. During the early twentieth century, many economists had started to discuss how new economic value could be generated under conditions of perfect competition. Several economic models of the time postulated that competition on the free market would always reduce profits to zero—that is, reach an equilibrium with no profit. Hence, an obvious question arose: How does new profit come about?

Please [click here](#) for more information.

Ready for Board Transformation?

BGCA provides a three-phase Board Transformation program for member organizations. Over 85 organizations in 2017 have used this tool for strategic discussions with Boards, CEOs and the BGCA DODs to align and develop organizational vision, board development plans, governance structure, and merger with other not-for-profits. This Leading Organizational Change facilitates a strategic planning and thinking opportunity around organizations board culture and leadership required to improve organizational performance.

For more information on Board Transformation, please [click here](#).

2017 Nonprofit Employment Practices Survey

Nonprofits are facing increased competition for top talent from the corporate sector. The 2017 Nonprofit Employment Practices Survey released today, found that nonprofits will continue to hire more aggressively than for-profits in 2017, as they have for the last several years.

This year, however, the gap is narrowing, and nonprofits are facing increased competition for talent from the corporate sector, driven in part by the growth of social enterprise and purpose-driven businesses. Yet nonprofits are not improving their talent and culture practices in order to keep up with increased competition for talent and advance their missions.

To view the survey, [click here](#).

Board Committee Membership

WHO SHOULD SERVE ON WHICH COMMITTEE?

While determining the membership of your board committees is often more art than science, it pays to take a strategic approach. It is also important to note there is no optimal committee size. It strongly depends on the purpose of the committee, scope of its work, and the size of the full board. A committee should always be small enough to keep all members thoroughly involved.

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

Using Generative Governance Principles for Better Boardroom Conversations

Do your board members seem disinterested during meetings? Do your discussions regularly stall? It could be because your board is not being asked to think critically. A board should be a strategic tool for an organization, identifying innovative solutions to advance its mission and support the community served.

For boards looking to take their performance to the next level, generative governance could be the answer. Generative governance moves past mundane tasks like reporting and rubber-stamping proposals. It provides an opportunity for boards to deepen their analysis and focus on more abstract concepts in order to be better able to adapt to a changing environment.

For more information on better boardroom conversations, please [click here](#).

Ronnie Jenkins, National Director, Board Transformation Services, Creator
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