



# Good Governance Workshop Series

A workshop series for nonprofit leaders to navigate uncertainty, harness difference & disagreement, and remain focused on mission.

## Workshop Objectives

More than ever, nonprofit leaders are struggling to navigate the challenges of the current environment - where:

- needs are growing
- financial support is uncertain, and
- scrutiny of nonprofits' work is intensifying.

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## Workshop Insights & Deliverables

Our Enlightened Governance workshop series provides leaders with practical, hands-on approaches for:

- adopting best practices to ensure their organization is highly-functioning and legally compliant
- productively engaging differences and disagreement to make better decisions for the nonprofit
- staying mission-focused in an environment of increasing polarization and unpredictability
- achieving lasting progress through civility, rationality and consensus.

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Contact Elena Giannetti on our team to learn more about how we can help.

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## Target Audience

Our workshop series is intended for leaders who are interested in delivering operational excellence and establishing a collaborative partnership between board chair and executive director.

Roles that should consider participating include:

- Board chairs
- Nonprofit board members
- Executive directors
- Executive leadership team members

## Format

The series consists of six (6) sessions is delivered:

- in-person
- in monthly, two-hour sessions

We recommend the nonprofit's board chair and executive director participate as a team.



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# Session Details

## Session #1 -

### Laying the Foundation

#### Content Covered:

- Origins of the American nonprofit sector
- IRS guidelines
- Nonprofit boards' 3 Fiduciary Duties
- Creating an "exploratory" rather than "confirmatory" culture

#### Concepts and tools

- Scientific Method "funnel" & rules
- Organized skepticism

#### Deliverables

- Code of conduct
- Tips and tricks for cultivating an "exploratory" culture

## Session #2 -

### The Board

#### Content Covered:

- 10 basic responsibilities of nonprofit boards
- Review role of officers, committees and individual board members
- Elements of a nonprofit's organizing documents

#### Concepts and tools

- Source of Board Authority

#### Deliverables

- Board member job description

## Session #3 -

### The Nonprofit Lifecycle

#### Content Covered:

- Nonprofit Lifecycle concept and stages
- Assessing the organization's current stage
- Planning for the organization's evolution and changing governance needs

#### Concepts and tools

- Lifecycle assessment
- Identifying critical next steps for evolution

#### Deliverables

- Board member recruitment and orientation

## Session #4 -

### Governance vs. Management

#### Content Covered:

- Distinguishing between governance and management
- Framing the right questions for discussion and decision-making

#### Concepts and tools

- Three modes of governance
  - fiduciary
  - strategic
  - generative

#### Deliverables

- Scenarios to gain practical understanding of the three modes of governance

## Session #5 -

### The Chair & Executive Director

#### Content Covered:

- Partnership framework
- Mutual expectations and success metrics

#### Concepts and tools

- Separate and shared responsibilities

#### Deliverables

- Board Chair and Executive Director Performance Evaluations
- Annual governance plan

## Session #6 -

### Bringing it All Together

#### Content Covered:

- Review of key fiduciary duties
- Mission and organizing documents
- Nonprofit Lifecycle (current stage and evolution)
- Strategic objectives
- Metrics and evaluation

#### Deliverables

- Establish "check-in" points to confirm governance structure is working as intended
- Create a plan for ongoing governance training

