Board Cultural Assessment™

Measuring the Health of Your Organization's Board

What is culture and why is it important?

A healthy culture is key to creating and supporting successful boards and organizations. A strong board can build community support and credibility, set policy and strategic direction, select and evaluate the performance of executive leadership, and ensure proper financial and operational controls are in place.

We define organizational culture as "the patterns of human interactions that shape an organization." Aspects of board culture include:

- Board and organizational role and goal clarity
- Board leadership and management concern and follow-through
- The way interpersonal conflicts are addressed and resolved

- Formal and informal communication
- Decision-making capacity
- The way board member and executive performance is assessed and recognized, and improvements made

What is the Board Cultural Assessment and what does it measure?

The Board Cultural Assessment is a tool we've developed to measure and understand the key elements of successful boards. The Assessment provides detailed feedback and baseline data around key human and operational systems including leadership, accountability, strategic focus, decision-making capacity, meeting management, recruitment, and the strength of internal board and staff relations. Like the gauges on the dashboard of a car, the Assessment data can be used to see what's going on "under the hood" in a board and its organization, and to determine what areas need attention to increase the effectiveness of the board.

What is the value in assessing the health of my organization's board?

Even incremental improvements in an organization's board can be used to leverage dramatic benefits. By unleashing and refocusing the energy tied up in unproductive behavior, unclear roles, and interpersonal conflicts, an organization's board can significantly improve its performance in ways that include:

Increasing leadership effectiveness
- Build trust and clarity of direction
- Increase staff commitment to the organization's vision

Boosting productivity and sparking innovation
- Redirect energy now lost in unproductive behavior
- Build a strong foundation for successful board development efforts

Retaining valued board members
- Meaningfully recognize board members
- Increase board member morale and satisfaction

Strengthening accountability
- Clearly define board member and executive leadership roles and expectations
- Create alignment with organizational goals

Want to learn more? Call or e-mail us for more information or visit our website.

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Everything we do is about improving performance.