

## Nonprofit Training Series:

### Module #3 Optimizing Board Effectiveness

#### Core Competency Self-Assessment & Growth Opportunities



**Description:** Today's workshop intends to help agencies better understand effective governance practices through proper recruitment, engagement, fiduciary responsibilities, executive director support and championing agency mission, accountability and transparency.

**Learning Objectives for Participants:**

- Improve knowledge about governance best practices, including Board responsibilities & proper structure.
- Advance learning on effective recruitment strategies, expectation setting & informed decision-making.
- Gain insight on strengthening and maintaining focus on improved performance and accountability.

**Core Competencies:** □ Proper Board structure in place; □ Operative strategies used to recruit, engage & retain capable Board members; □ Board maintains focus on improved performance, stewardship & accountability; □ Effective succession process in place for agency leaders; □ Annual Board assessment utilized to inform improvement.

#### Self-Assessment & Growth Opportunities

**Directions:** Use the chart to rate your agency on its skills possessed (S) and its application (A) of Core Competencies addressed in this Session. Ratings range from 1 to 10, with 1 equating to No Skills and Application and 10 - Highly Effective Skills and Application. Then, based on these ratings, identify growth opportunities you/your agency may want to pursue. **Note:** The assessment is solely for your use, to help: (1) consider your agency's readiness to complete a qualified application; and (2) identify potential areas of growth you/your agency may explore. Please retain your Self-Assessment & Growth Opportunities document to inform your work in Module #5: Strengthening Your Strategic Planning Process.

Skills & Application												Growth Opportunity & Strategy
Agency Core Competency	(S/A) Scale:	1	2	3	4	5	6	7	8	9	10	
Ex: Proper Board structure in place.		A		S								Putting skills into practice; educate Board on structural benefits
Proper Board structure in place for effective governance.												
Operative strategies used to recruit, develop, engage and retain capable Board members for informed decision-making.												
Board maintains focus on improved performance, stewardship & accountability.												
Effective succession planning process in place for CEO and Board leaders.												
Annual Board assessment utilized to inform improvement.												

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