One Big Happy Family: Strengthening The Partnerships Within

National Health Council
30th Annual Health Leadership Conference
February 9, 2017
Constructive Partnership

Exceptional boards govern in constructive partnership with the chief executive, recognizing that the effectiveness of the board and chief executive are interdependent.
What would your ideal board-chief executive relationship look like?
Assess your partnership
Chief Executive

Coordinates and directs the affairs of the organization
— has immediate responsibility
— is accountable to the board

Board

Governs the life of the organization
— has ultimate responsibility
— is accountable to the public trust
What Expectations Have You Set?
What should the board expect from the CEO?

1. Positive attitude toward partnership
2. Identification of issues; strategic information
3. Proposals for policy changes
4. Engage board in advocacy & resource development
5. No surprises
What should the **CEO** expect from the board?

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<td>1.</td>
<td>Informed and prepared directors; questions</td>
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<td>2.</td>
<td>Timely and clear decisions</td>
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<td>3.</td>
<td>No micro-managing</td>
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<td>4.</td>
<td>Advocacy, fundraising, access</td>
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<td>5.</td>
<td>No surprises</td>
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Partnership Foundation

Constructive Partnership Elements

- Accountability
- Role Clarity
- Commitment to Mission
- Trust, Candor, Mutual Respect
- Information & Communication

Partnership Foundation
POTENTIAL CONFLICT

Lack of shared vision

Competition for control, power

Leadership transitions

Personality, gender, culture, age
Maximizing the Partnership
Tools and Tactics

- **KPAWN** sessions (*KeeP AWake at Night*)
- Written CEO reports
- Job descriptions (Board and CEO)
- Mutually agreed upon performance goals
- CEO assessment
- Board self-assessment
- Executive sessions
The Payoff...
THANK YOU