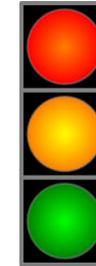


AIM FOR ACTION

Connecting what we want to see with concrete ways to move forward

I want <i>my board members</i> to <i>be more engaged.</i>				
I want <i>my board members</i> to <i>participate more.</i>				
	<i>Speak up with ideas that move us forward.</i>	<i>Initiate or volunteer for activities.</i>	<i>Step up to lead.</i>	<i>Leave when appropriate (honor term limits).</i>
Environment	What is your organization's climate and culture around conflict ?	What is your organization's climate and culture around risk and celebration ?	What is your organization's climate and culture around risk and celebration ?	Do you have a culture of succession planning and smooth transition ? Do you honor past leaders ?
Tools	Look at you meeting agendas . Do you have time and space for generative conversations?	Is there a clear org chart and strategic plan that guides their work? Can you work out a job description so they know their role? How about time on the meeting and retreat agendas ?	Will they have a job description to know what they signed up to do? Are the bylaws clear? Is the budget reasonable and "owned" by all?	Do you have a system for recruiting board members? Do you have clear by-laws and policies around transition?
Knowledge/skills	Do they know enough to have an idea on this topic? Is there enough learning built into your agenda to stir up questions?	Do they know enough about nonprofits, your organization and/or the larger cause to be successful?	Where can they learn about the job of a chair? Where can they learn effective meeting facilitation skills?	Do you know how to engage non-board members in committees? Do you have skills in how to have hard conversations with people?
Emotions	Do people feel safe speaking out? Are they motivated to say something (i.e. is it worth the risk?)	Will they be supported and celebrated ? Will the challenge of the task match their skills?	Are they motivated enough about the mission to manage the stress/added work? Are they confident that they can move the mission forward?	Do people feel confident that the mission will continue without them? Do they feel comfortable losing this social connection?



Can't see it

Can see but open to interpretation

Can observe this