




Maximize Your Board Potential Board Capacity Building Series Presents:



Sunflower Foundation



ELEVATE
KANSAS
A Healthy Coalition Community



Kansas Health Foundation

BUILDING POWER: REFLECTING ON YOUR BOARD AND ORGANIZATION IDENTITY

Special thanks to the Patterson Family Foundation

MAXIMIZE YOUR BOARD POTENTIAL

More in the Learning Series:

April 4 | The Rubber and the Road:
Lessons Learned from the Field


Communities of Practice:
March 28 | April 11



MAXIMIZE YOUR BOARD POTENTIAL

Need additional support to implement what you learn?

***FREE, Individualized
Technical Assistance
available from WSU CEI!***
(limitations apply)



TODAY'S LOGISTICS

- Cameras are not required.
- All microphones have been muted. Please enter your questions/comments into the chat for review at the end of the presentation.
- Handouts and other resources will be shared via email after the session.

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Support Kansas City

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Building Power: Reflecting on Your Board and Organizational Identity

Presented by
Board Diversity Initiative

BDI Leadership



Nicole Jacobs Silvey

Lead Facilitator

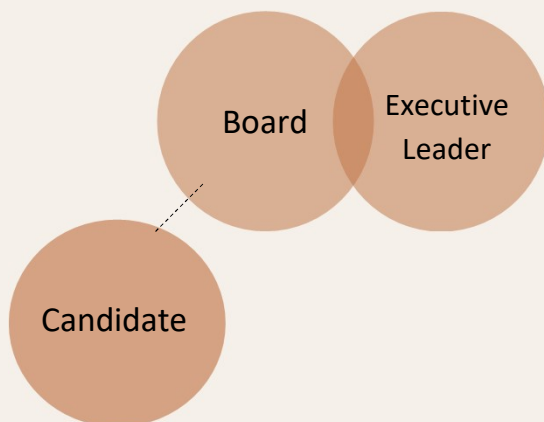


Blake Petersen

Lead Facilitator

Board Diversity Initiative - *a Program of Support KC*

What is BDI?



1. Shaping board culture
2. Providing support to the executive leader
3. Building a pipeline of board-ready candidates



AGENDA

- Mission
- Board Culture
- Organizational Identity
- Broadening Perspectives & Strengthening Leadership
- Shared Power & Inclusive Leadership

Poll Activity

Mission as a Guiding Star



Guiding Work

Mission provides focus and direction for all activities



Connecting to Culture

Mission shapes values and behaviors within the organization



Increased Effectiveness

Effectiveness improves with mission alignment

Mission to Action

- Mission should guide everyday decisions for the organization
- It informs culture, programs, and board work

Board Culture: Setting the Tone

Impact

Board culture significantly influences mission execution.

Positive Environment

A supportive board fosters a positive work environment.

Employee Satisfaction

Strong board-staff relationships report higher satisfaction.

Cultivating a Culture of Inquiry

Inquiry-Based Culture

Encourages open dialogue and critical thinking

Benefits

Improved decision-making and enhanced problem-solving

Actionable Steps

Solicit feedback and conduct board self-assessment.

Small Group Discussion

- What actions and behaviors create a healthy culture?
- What do you see and feel when a board culture is working well?



Organizational Identity =
Culture + Mission + Practices

Organizational Identity: Defining Who You Are





Fostering a Strong Organizational Identity

Internal Alignment

All staff understand the culture of the organization and its identity (stems from the organization's core values)

External Communication

Stakeholder can communicate the organization's identity to the public



Broadening Perspectives & Strengthening Leadership

- A culture of inquiry allows for more voices at the table
- More voices can lead to constructive disagreement
- Dissent can lead to innovation
- Avoiding conflict can lead to groupthink

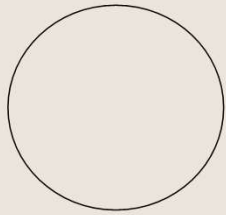
Small Group Discussion

- What keeps people from sharing ideas or feedback?
- What would help make space for varied voices?



Barriers to Speaking Up

- Fear of being dismissed
- Lack of space or physical safety
- Power dynamics



Shared Power in Governance

- Shift from control to collaboration
- Everyone has a role in fostering equity

Closing Reflections

- Your organization's identity is a product of your mission and your culture
- Equity work is "leader led"
- Leaders implement strategies and create policies to build equity within the organization
- Leaders include the executive committee but the senior leader and board chair have a special role in modeling behaviors and weaving inclusion throughout the board meetings
- An equity lens is essential to keeping your equity goals at the center of your work

Ways to Learn More

"Diversity is the
one true thing that
we all have in
common...
Celebrate it every
day."

Winston Churchill

Let's Connect!





GIVE US YOUR FEEDBACK!



Kansas Health Foundation



Sunflower Foundation

The bottom section features a green background with geometric patterns on the left. It includes a QR code for feedback, the Elevate Kansas logo, and logos for the Kansas Health Foundation and Sunflower Foundation.