

Retreats

We offer a series of comprehensive programs to assist in the development of good-communications within the CEO-Board relationship. Our services are designed to serve as both a formal performance-evaluation system and as a safe technique to simply talk about what's working and what's not.



Board Retreat Facilitation

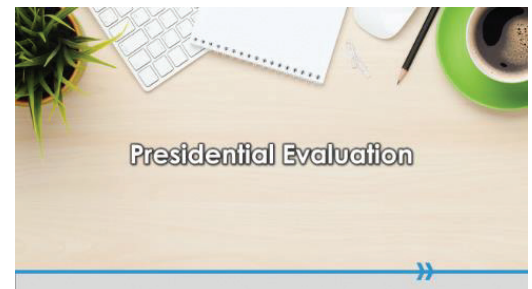
There are many good reasons to conduct a board retreat: to create or revisit the organization's mission, vision, and strategic plan; clarify roles and responsibilities; orient new members; reconnect and re-energize a stagnant board; and/or address critical issues or opportunities, to name a few. However, bringing the entire board together in person can be a challenge. So, to get them to come—and really want to be there—we create a focused, meaningful, and enjoyable experiences for everyone.

While it's not uncommon for a board member, staff member, or existing vendor to facilitate a retreat, having outside facilitation helps every participant fully engage in the retreat. An outside facilitator helps reduce bias or undue influence, can act fearlessly and may notice and address board issues or dynamics not obvious to participants.

For the retreat to be worthwhile, we create experiences and mini-plans so participants know their ideas and decisions will actually go somewhere after the event.

Presidential Evaluations

Most Board of Trustees' evaluations of a president's performance look backward, assuming that the challenges of the future will be pretty much the same as they've always been. Our process enlightens Board members to the fact that colleges and universities will face problems more daunting than the familiar conundrums of the past. As a result, each customized presidential evaluation—will focus on the leader's capacity to enable the institution to adapt to a continually changing environment.



As institutions confront increased competition for students and financial support, rising public expectations for educational quality and effectiveness, and significant constraints on revenue from tuition and—in the case of public colleges and universities—from state sources.

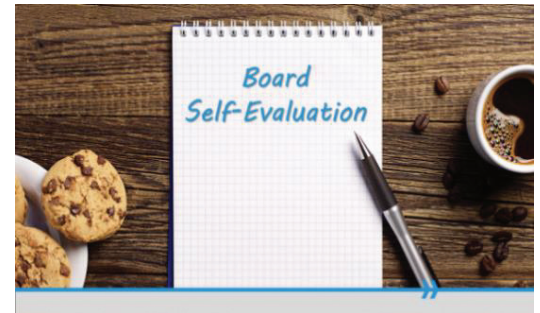
We provide a strong future orientation in our presidential-assessment models, our process can be summed as follows:

1. The evaluation first examines past performance as the key source of information on the president’s ability to lead change in an ambiguous and challenging future.
2. Our criteria include the kind of skills and attitudes conducive to engineering positive change in an academic setting, not just conventional leadership traits.
3. And, as every leader is, to varying degrees, incomplete, the evaluation is joined to a proactive presidential professional development plan that will assist the president in doing a job often vastly different from the one they were hired to do.

Board Self-Evaluation

The purpose of our board self-evaluation model includes identifying areas of board functioning that are working well and those that may need improvement. It is an opportunity for an open and candid discussion about board responsibilities, as well as the trustees’ interests and desires.

Board self-evaluations provide the opportunity to reflect on one’s own performance and engagement in ongoing improvement. Exploring board and trustee responsibilities fosters communication and leads to more cohesive board teams and improved Board/CEO relations.



Research regarding trustees serving on boards that conduct regular self-evaluations show:

- An increased appreciation for and understanding of their fellow trustees
- Board meetings run more smoothly and members receive better information
- The establishment of a set of priorities that guide board agendas and workshops
- More time is spent on policy, goals and accomplishments

The outcomes of our board self-evaluations include:

1. A summary of what the board does well and its accomplishments for the prior year
2. A better understanding of what is needed from each trustee and the CEO to be an effective board and board/CEO team
3. An assessment of progress on the prior year’s goals and identification of what needs to be completed
4. Goals and tasks for the coming year related to board performance and its leadership toward target objective achievement
5. A specialized instrument for the Board Chair, that measures chair effectiveness to help create the best “first among equals” steward possible

