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NONPROFIT BOARD Leader

a board development newsletter from
Cain Consulting Group, Inc.

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Cain Consulting Group, Inc.

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Evaluation Facilitation

The [board development experts](#) at **The Cain Consulting Group** can lead your board team through a thorough self-evaluation that will

- identify what your team does well,
- pinpoint areas that need improvement,
- set goals for change,
- teach team members their roles, and
- build the board team better than ever before.

They'll help your team members understand how to work together better and inspire the team to do the best job possible. You'll leave the retreat with a solid idea of what the team needs to do to move your organization forward.

Contact us by [email](#) or phone **800-735-9471** and tell us about your board. We'll send a no-obligation proposal outlining exactly what we'll do and how much it will cost.

Dear Jan,

Who does your board answer to?

If you ask who holds your board accountable for its performance, the answer is likely "nobody." Most boards aren't held to much accountability except when they get into controversy.

In this day of major corporate scandals, every board needs to start acting a little more accountable to those who provide the funding and those who receive services from your organization. It's critical that your board regularly take a step back and evaluate how you're doing the job.

An evaluation isn't a witch hunt to point out individual's shortcomings or place blame for mistakes. Self-evaluation is an opportunity to correct team weaknesses and build on the team's strengths.

Sandy Gregg & Dan Cain

Good boards get better through self-evaluation

Board self-evaluation should be a regular ongoing activity for any board. Here are a few ideas:

- Evaluate your meetings with a debriefing after a board meeting. Ask what worked well and what didn't work well during the meeting. Then set goals to correct the problems.
- Ask committees to evaluate their performance at least annually-- attendance, punctuality, recommendations to the board, adherence to the job description from the board, etc.
- Do a full board self-evaluation every year. Our [Board Evaluation Kit](#) has everything you need for a complete, easy and nonthreatening board evaluation--instrument, analysis forms, board performance standards and much more.



Benchmark by formal evaluation



[The Board Evaluation Kit](#)

This self-guided kit offers you:

- Help preparing for the evaluation
- A step-by-step guide through the entire evaluation process
- An evaluation instrument that can be customized for your board
- Guide to analyze the results
- Help setting goals for change.

This kit includes a 53-page printed notebook with evaluation instructions, instrument and guides to analyzing the results and setting goals for change. The CD includes the instrument which can be easily customized to fit your board.

[The Board Evaluation Kit](#)

Regular Price: \$98.00

On Sale thru September at \$78.40

S & H: \$8.00

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To identify how accountable the board is really being in all areas, you need to formally self-evaluate your board's performance at least once a year.

Many boards devote a portion of their long-range planning retreat to discuss how to improve board operations and set goals for improvement. Other boards set aside a portion of at least one meeting per year to do a self-evaluation of board operations. Others evaluate a portion of their operations at regular intervals--committees, meetings, etc.

Whatever way you choose to evaluate your board, it needs to be done with a serious intent to improve the operations of the board, identify problems and set goals for improvement.

Evaluation is only as effective as the follow-through

Once you've completed the evaluation and the board has come to consensus on what it does well and where change is needed, it's time to write goals to make the appropriate changes. That's where the payoff comes.

As with all goals, these should be specific and dated for completion. Without specific written goals, your good intentions remain just that--intentions that don't go anywhere.

Each goal should be dated for re-examination by the board or a committee that will report to the full board. Progress on the goal should be an agenda item for the appropriate month.



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