



# Establishing a Positive Board Culture

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# Board Culture - Defined

*Set of traditions and habits established over time that guide behavior  
– written and unwritten rules that influence relationships between  
board members . . .*

## **BOARD DYNAMICS**



“Board **culture** has a significant influence on the way your board carries out its work and shapes your board **performance**.”

Board Source



# Characteristics of a Positive Board Culture

- Healthy and respectful relationships between and among all stakeholders
- Trusting and candid interactions
- Commitment to vision and mission
- Holding each other accountable – a governance system of accountability





## Healthy and Respectful Relationships

- Open, honest and transparent communication(s)
- Willingness to foster relationships
- Building a culture of teamwork and support
- Effective conflict resolution

Respectful  
Healthy  
Empathetic decisions  
Responsible Able Brave  
a  
Have voice to  
Independent  
Resilient  
Tolerant Confident  
Happy make

# Trust and Candor

- Consistency in decision-making
- Creating a “safe” environment
- Ensuring information sharing openly and transparently
- Admitting mistakes
- Investing time





# Vision and Mission Commitment

- Encouraging vision/mission-driven decision-making
- Ensuring understanding of vision and mission
- Measuring vision/mission fulfillment
- Aligning goals with vision/mission



# System of Accountability

- Articulate clear governance expectations
- Adopting ethical standards or codes of conduct
- Ongoing professional development
- Self-evaluate



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# THANK YOU!



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