

WDC PEER-TO-PEER DISCUSSION



Best Practices in
Board Governance Structure Models,
Board Development Plans and Strategies



THE UNITED STATES CONFERENCE OF MAYORS
WORKFORCE DEVELOPMENT COUNCIL

SESSION PARTICIPANTS

Ralph Sinistro, Manager, Ohio Means Jobs Center

Frank Avery, Executive Director,
CareerSource North Central Florida

Diane Pabich, Deputy Director,
DC Workforce Investment Council

Thomas Phillips, Executive Principal,
TL Phillips Consulting Services

DESIRED GOAL

Create a More Knowledgeable,
Engaged, Confident, Committed
and Leadership-Focused
Board/Elected Officials



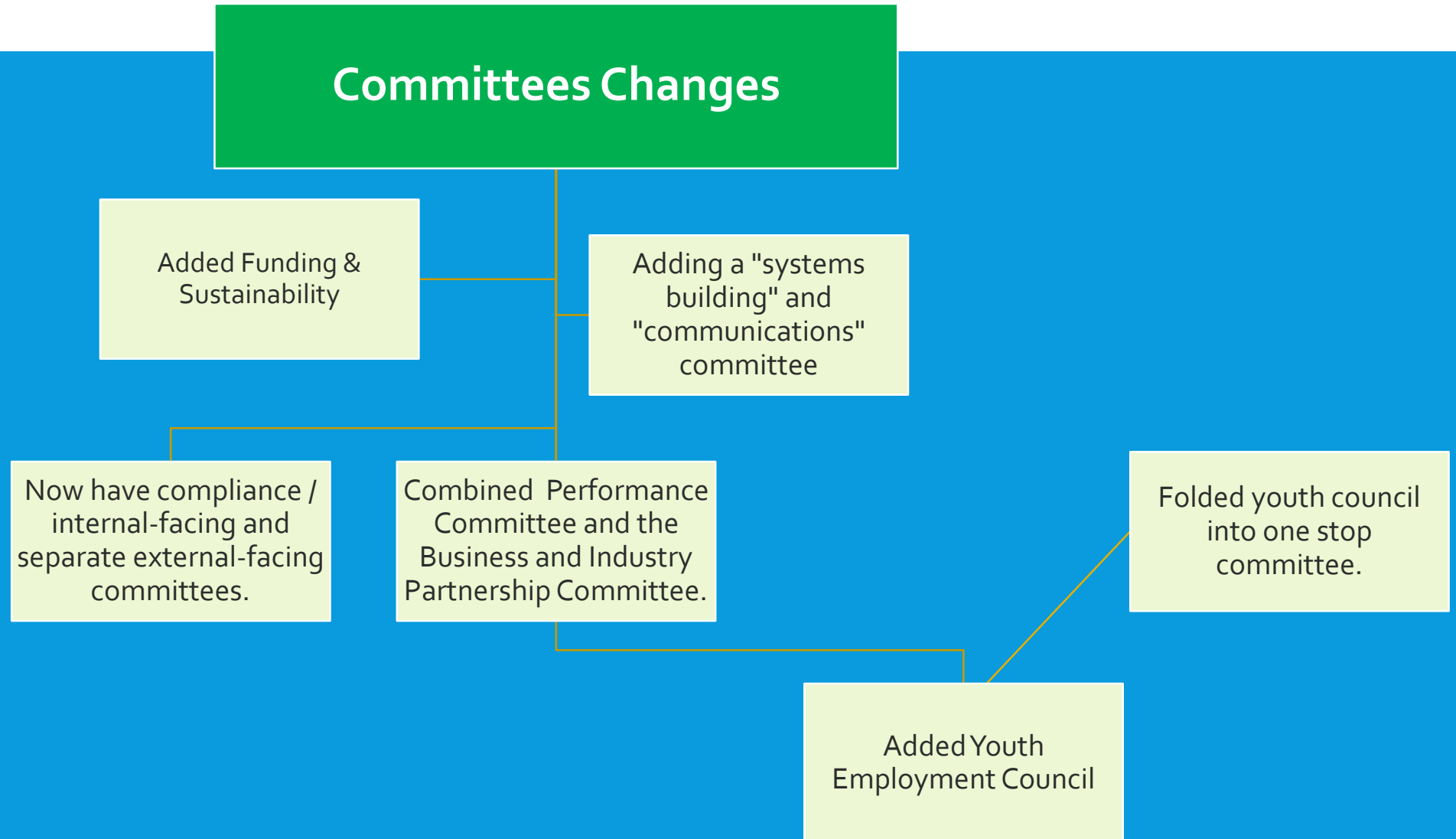
SURVEY BY THE NUMBERS

Four Questions

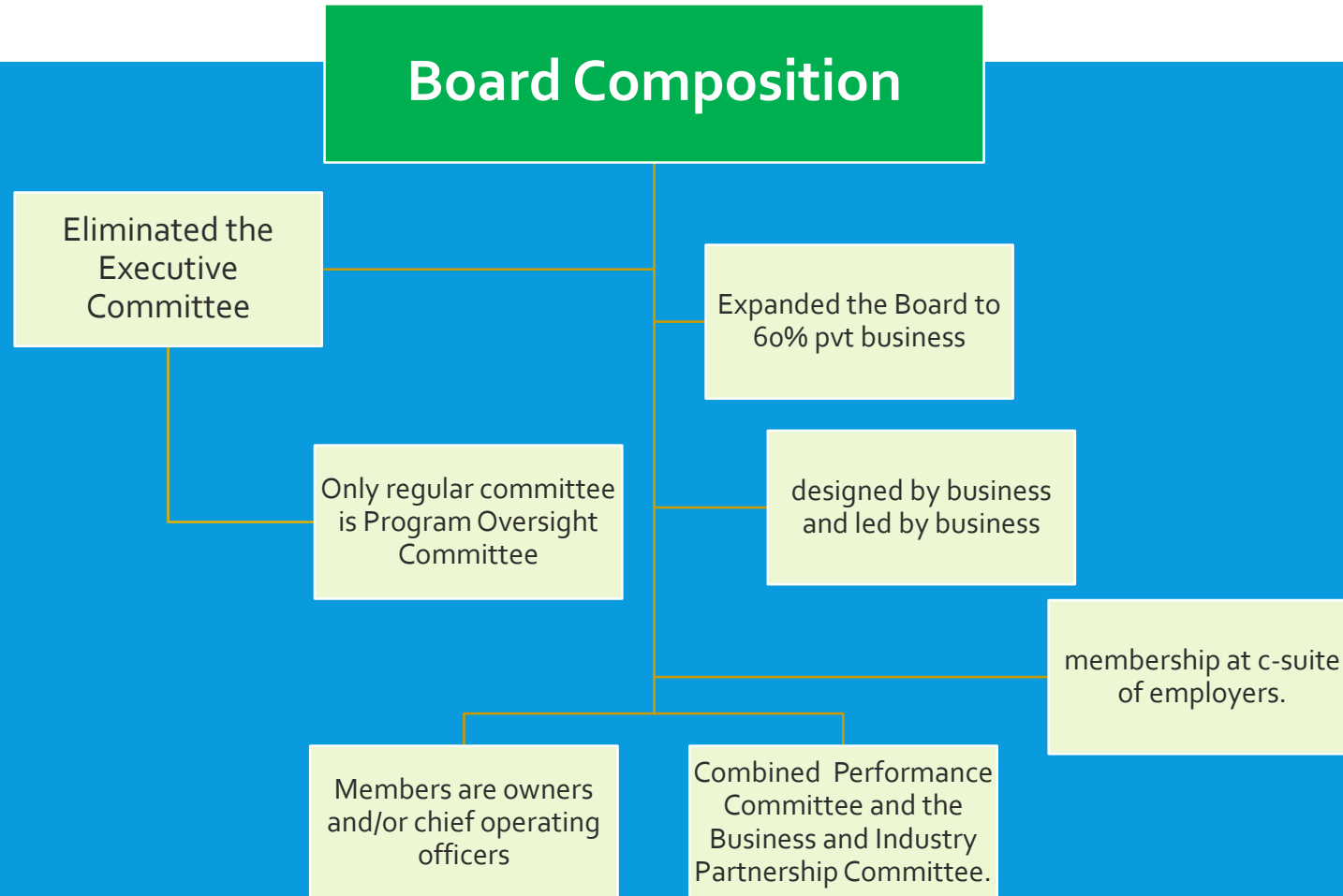
24 Responses

| | |
|--------------------------------|---------------------------------|
| Q1-Board Governance Changes: | 18 Yes |
| Q2-Board Knowledge/Engagement: | 22 Yes |
| Q3-Met Expectations/Impacts: | 15 Have Met |
| Q4-Mayors Role/Engagement: | 16 Directly/Indirectly Involved |

SOME EXCERPTS FROM ANSWERS TO Q1



EXCERPTS FROM ANSWERS TO Q1 CONT...



Q1 - WHAT IS COMMON OR UNIQUE?

Commonalities

- Much **restructuring** and re-organizing,
- **Committees** have more authority and responsibility, Adding youth councils, Governance Committees
- Tying board work to **community needs**.
- **Bifurcating and collapsing** old committees and giving them new updated and relevant purposes to address issues such as skills shortages, generational poverty and economic trends.
- Finding ways to provide more **authority to businesses** on the board.

Unique Innovations:

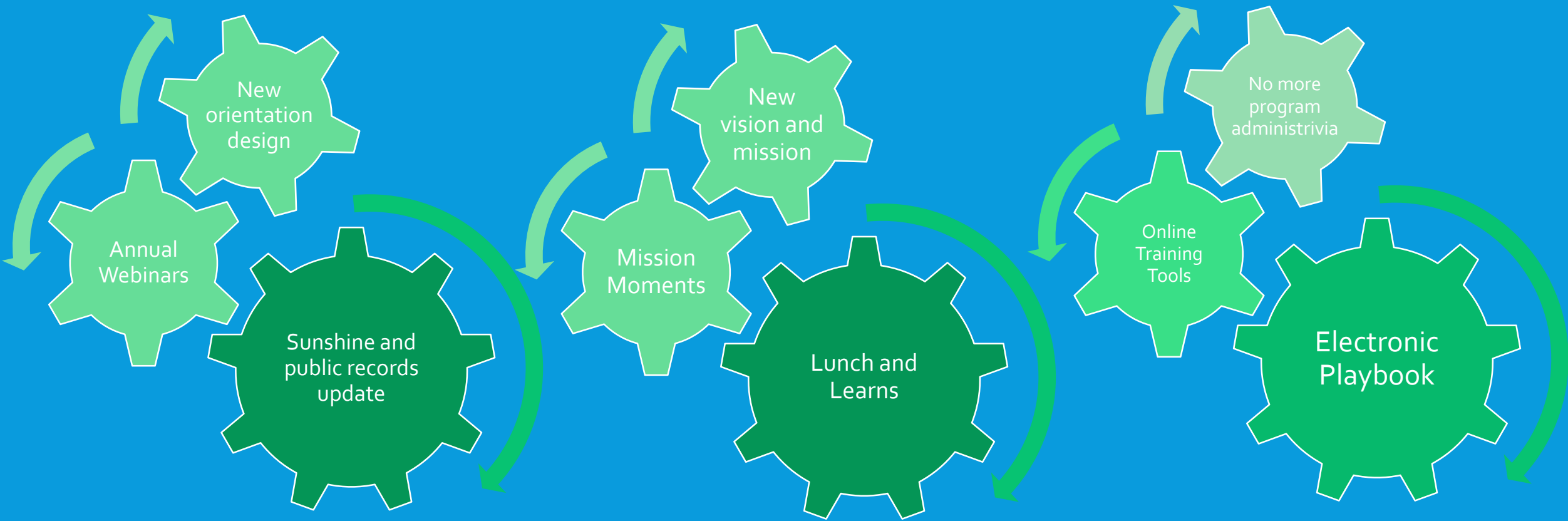
- Funding and Sustainability Committee added
- Moving away from Committees and setting up project teams/task forces.

WDC BOARD QUERY QUESTION 2

- 2. What strategies/actions have you undertaken to improve the knowledge and engagement of your board (i.e. orientation sessions/manuals, stakeholder/customer roundtables, webinars, workshops, mission moments, etc.)?



EXCERPTS FROM ANSWERS TO Q2



Q2 - WHAT IS COMMON OR UNIQUE?

Commonalities

- **Either individual or group orientations**, lunch and learn, retreats, peer to peer.
- Develop strategies to **increase attendance and engagement** including travel and training with staff.

Unique Innovations:

- Online training tools for board members
- Individual board member engagement as identified by CEO
- Electronic “playbook” replaces annual autopsy report.
- Community engagement education about role of Board.
- Mission moments

WDC BOARD QUERY – QUESTION 3

- 3. Have the changes and corresponding results met expectations/had impact and if so how?



THE UNITED STATES CONFERENCE OF MAYORS
WORKFORCE DEVELOPMENT COUNCIL



Q3 - WHAT IS COMMON OR UNIQUE?

Commonalities

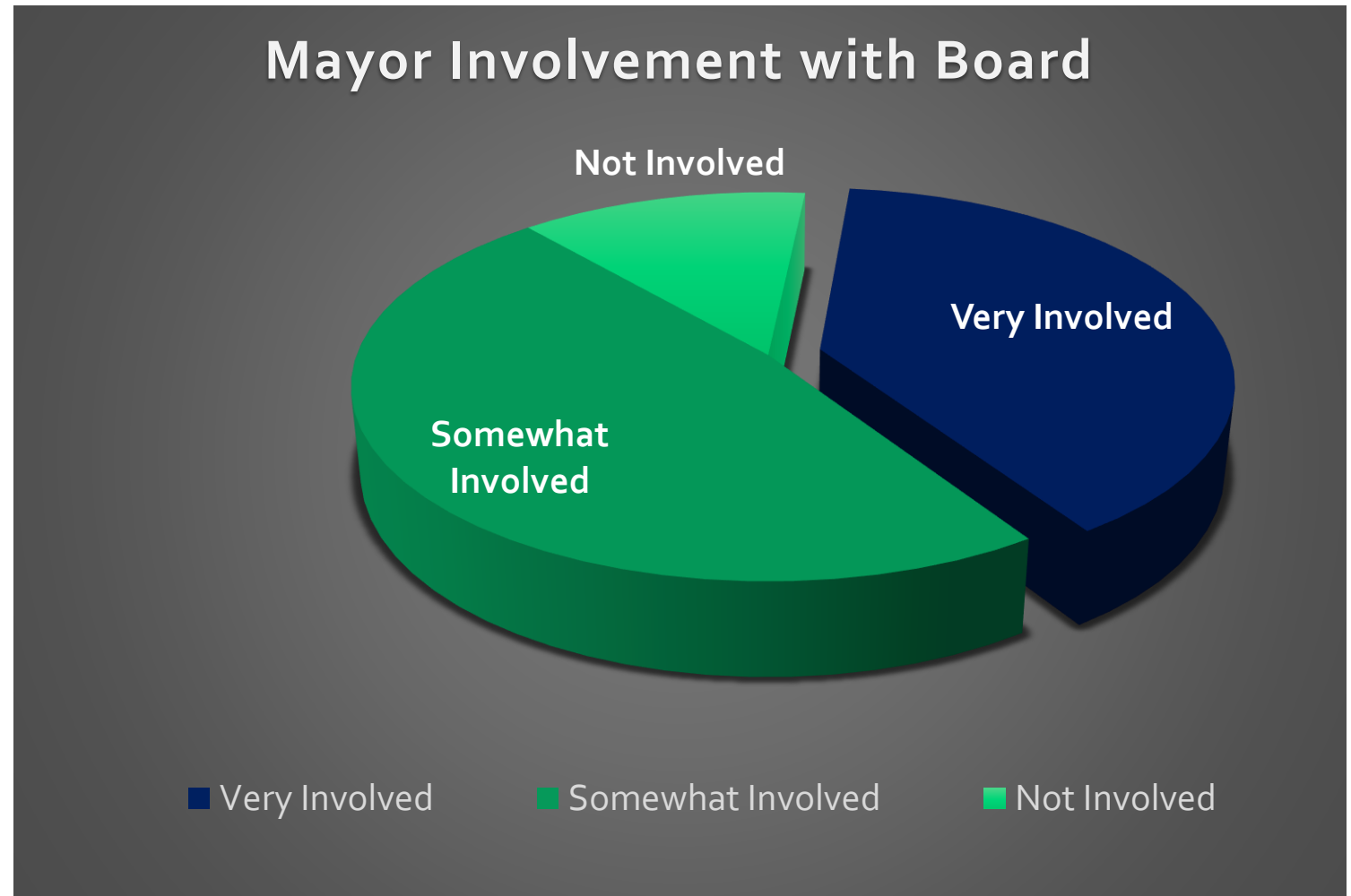
- **Increased attendance and engagement**, less churn on Board.
- Results still undetermined, looks good, but **too early to tell**.

Unique Innovations:

- Raised \$20 million, much of it from Board members
- Strategic plan has given Board a higher level to direct what impact the Board should give to the community.
- Ad hoc committees as pipeline for future board members.
- We think our Board's business driven focus is helping to ensure the workforce board is a destination for executive level business talent, similar to the role of chambers or economic development entities in other communities.

WDC BOARD QUERY – QUESTION 4

- What, if any, is the role of your Mayor on the Board?



Q4 - WHAT IS COMMON OR UNIQUE?

Commonalities

- **In most areas Mayors are involved** and serve on boards, appoint Board Members or chair boards.
- Ranges from very involved to none depending on workforce area.
- Political and economic development involvement. Mayors and County Commissioners/Executives work together.

Unique Innovations:

- The board is appointed by the Mayor and the Mayor has aligned workforce activities to his priorities.
- Mayor's cabinet members serve on Board .
- As a compromise the Mayor of the largest area, Nashville, agreed not to be the chief local elected official, deferring to a smaller suburban/exurban Mayor.

OVERARCHING THEMES

Re-structuring/re-organizing since WIOA implementation (i.e. youth councils, tying board work to social / community and economic development needs and giving business more board authority).

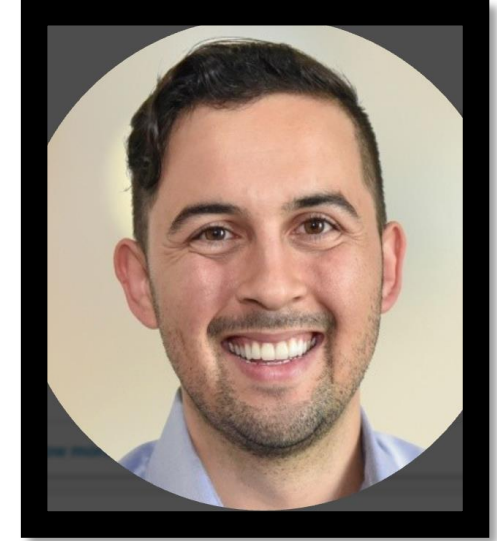
Developing strategies to increase attendance and engagement (i.e. conferences/training with staff, learning lunches, retreats, peer to peer roundtables).

Board knowledge/engagement efforts undetermined for some, but others seeing positive results (i.e. one Board helped raise \$20M, much from members).

In most areas, **Mayors** have some representation on the Board.

EVOLVING BEST PRACTICE EXAMPLES

Frank Avery, Career Source-North Central Florida



Diane Pabich, DC Workforce Investment Council



ASK THESE QUESTIONS

- Have a “Yes” or “Push Back” Board?
- Board Development, Succession, Performance Evaluation Plans Exist?
- Executive/Standing Committees Leadership Pipeline?
- Board/Elected Officials Able to Articulate the Mission/Strategic Priorities?
- Board/Elected Officials Actively Engaged and Personally Leveraging Networks in Support of the Mission?
- Board/Elected Officials Meetings Engaging?
- Board and Elected Officials Work Closely Together?
- Board Assisting in Raising Capital?
- Is Your Board “Bored” or “On Board”?



FINAL QUESTIONS
AND THOUGHTS
CONTINUE THE DIALOGUE?

Thank you for your participation.