

Establishing a Positive Board Culture

Virtual Professional Development Series 2024/2025
November 5, 2024

Presented by:

Angela L. Irwin, Owner

AirWin Educational Services, LLC



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
Have a 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



Positive Board Culture

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

Board Source



THANK YOU!



AirWin Educational Services LLC

4521 Henry Drive
Beaverton, MI 48612

989.239.7555

ANGELA@AIRWINLLC.COM

