



Establishing a Positive Board Culture

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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
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



Positive Board Culture

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THANK YOU!



AirWin Educational Services LLC

4521 Henry Drive
Beaverton, MI 48612

989.239.7555

ANGELA@AIRWINLLC.COM

