



## **WGOB Chairs Forum-Key Takeaways Session #2-June 8, 2023**

### **“Getting to a Board Decision.”**

Presentation from Scott Baldwin (slides included)-he went through the **DISC** (Dominant, Inspiring, Steady, Cautious) personality profiles and the **Tucker** Model on Forming, Storming, Norming, and Performing.

Group discussion with Scott on different ways to get to a board decision-thank you all for sharing your insights.

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### **The question in the Breakout Groups:**

**As Chair of a Board, what processes have you used in Getting to a Board Decision?**

### **Key Takeaways in the Group Discussion**

#### **1. Diversity of Thought**

- The variety of personalities around the boardroom refers to the DISC personality profiles (Dominant, Inspiring, Steady, Cautious) model that Scott Baldwin shared in his presentation.
- Leverage the diversity of thought around the boardroom table.

#### **2. Power of Relationships**

- Do work outside the boardroom (meet with board members)
- “Servant Leader”-as Chair, you should take on a servant leadership role-you are serving the organization/company as a leader: <https://www.mindtools.com/ad648ub/servant-leadership>
- Build Goodwill with your other board members (e.g. Send a card to them at least once a year and recognize them for their achievements)
- Reaching out to board members in advance of the board meeting to explore their positions on particular board matters-remember, you are not trying to “manipulate” or persuade their viewpoint-be open and transparent with the entire board; you are having conversations with board members
- Develop rapport with your board colleagues

#### **3. Governance process**

- Always be prepared for the meeting
- Don’t overlook the agenda and spend time planning the board agenda
- Schedule workshops for more significant board decisions (this gives you time to go deeper into significant board decisions and take the pulse of a subset of the board)
- Contingency planning-designate a board member to be the “Black Hat”/“Devil’s Advocate” to avoid groupthink on a particular board decision