



# **7 Habits**

of Highly Effective Boards



Why did you get  
involved?







**About me**



National Bestseller

# THE 7 HABITS OF HIGHLY EFFECTIVE PEOPLE

Powerful Lessons  
in Personal Change

Dennis  
Regardless of the challenges  
one must face, they will  
rise above it because it  
is your destiny to become  
a great person. And to  
become great you must face  
adversity.

our prayer  
w/you



# Covey's 7 Habits

1. Be proactive
2. Begin with the end in mind
3. Put first things first
4. Think win-win
5. Seek first to understand...
6. Synergize
7. Sharpen the saw



# 7 Board Habits

1. Proactive recruitment
2. Know your role
3. Understand your boundaries
4. Collaborate
5. Assess and evaluate
6. Use committees well
7. Regular professional development

# 1. Proactive Recruitment





You should always be  
recruiting for your  
board.



**What are you looking for?**



# Evaluation Matrix

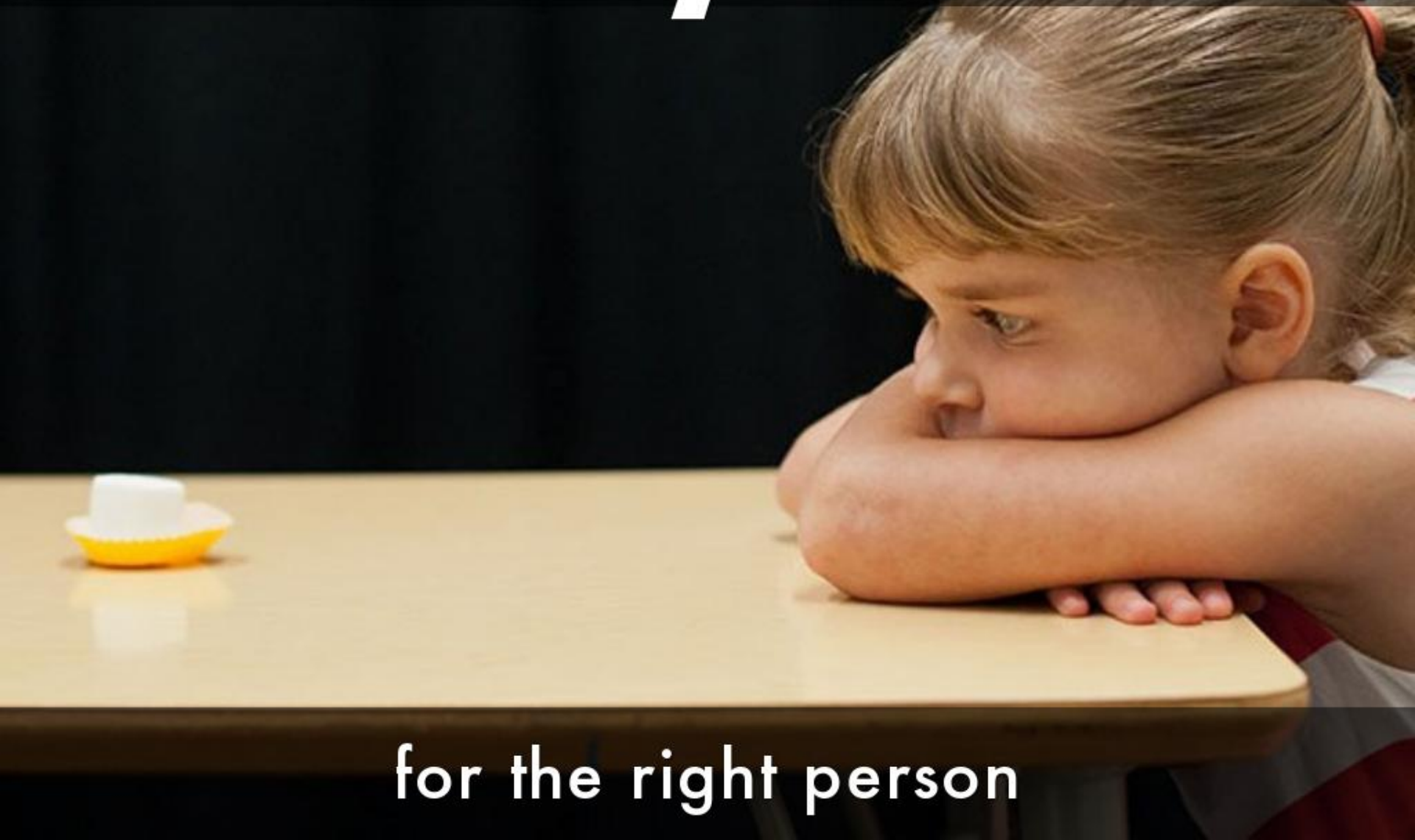
- Interest in cause
- Time available
- Financial
- Legal
- Fundraising
- Program expertise

# Other things to consider

- Diversity: age, gender, race, socio-economic status
- Lived experience
- Competencies: risk tolerance, emotional maturity, growth or fixed mindset



# Be ready to wait



for the right person



**2. Know Your Role**



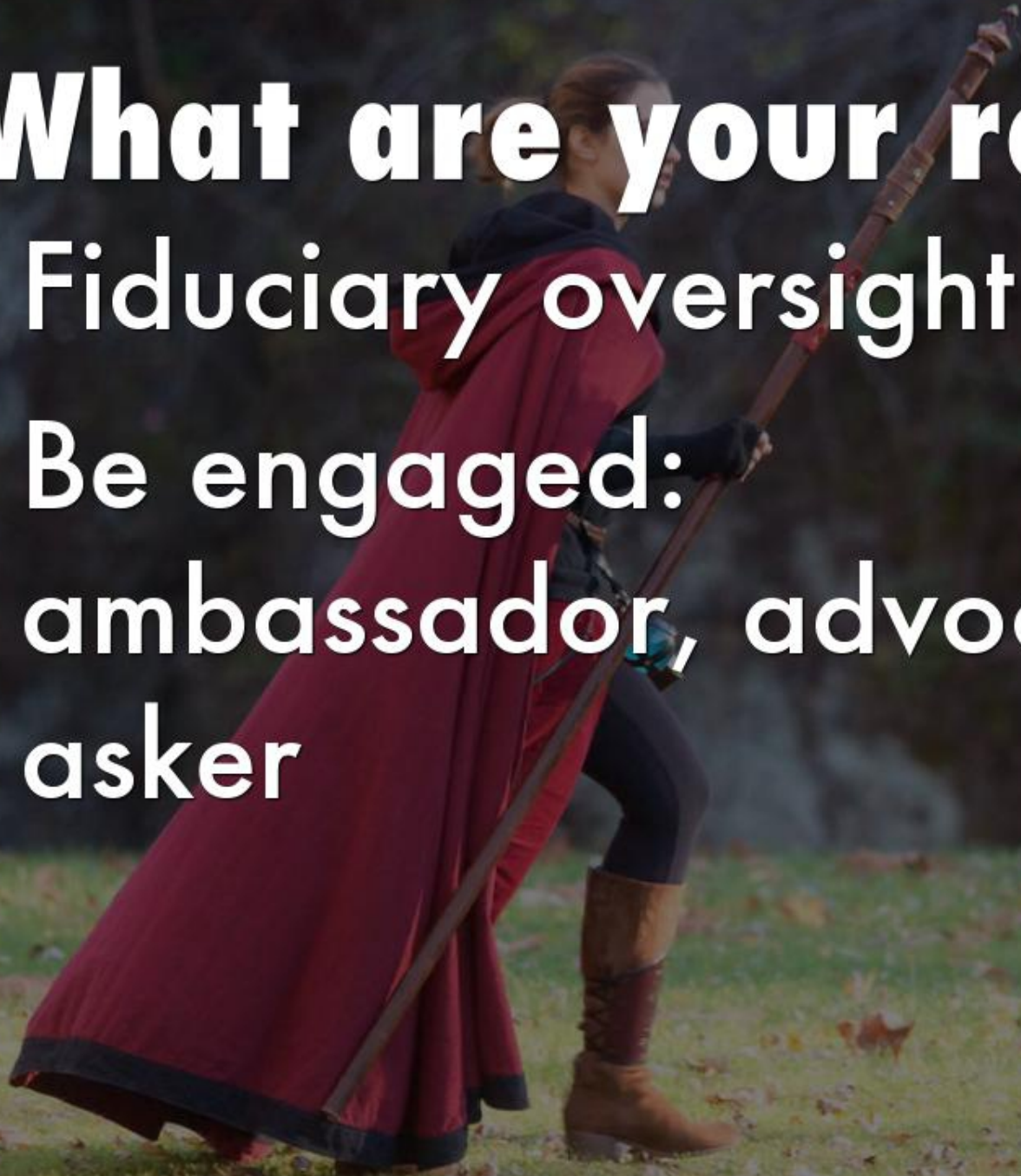
# **What are your roles?**

- Keeper of the mission and vision
- Strategic, big picture
- Governance, including compliance and ethics



# What are your roles?

- Fiduciary oversight
- Be engaged:  
ambassador, advocate,  
asker







### **3. Understand Boundaries**

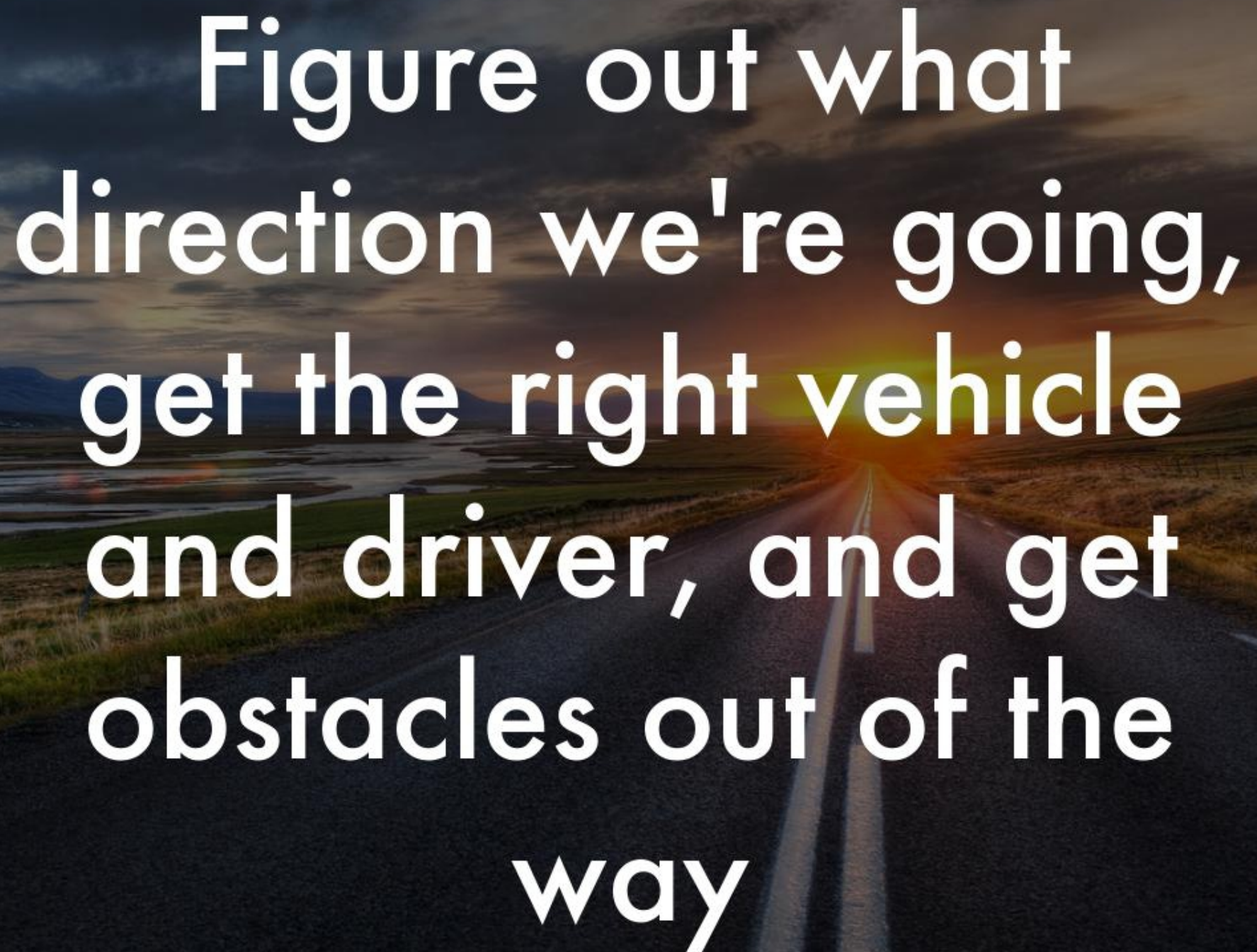


Figure out what  
direction we're going,  
get the right vehicle  
and driver, and get  
obstacles out of the  
way



# **What is NOT your job?**

- **Managing staff**
- **Implementing programs**
- **Pursuing a personal agenda or benefit**





# 4. Collaborate

Keeping a focus on  
community impact, how  
can we play well with  
others?

# 5. Assess and Evaluate





YES NO

☐☐☐☐☐☐

**Gallup Q12**

# Yes or no...?

- I know what is expected of me
- I have the right tools to do my job well
- Someone seems to care about me as a person

# Yes or no...?

- My opinions seem to count
- The mission of this organization makes me feel my work is important
- Others on the board are committed to quality work



# Yes or no...?

- I genuinely like someone on this board
- In the last year, someone has talked to me about my progress
- I've had opportunities to learn and grow



## **6. Use Committees Well**



**The board  
should not do it all**

# **Why committees are important**

- Farm team for leadership development
- More ambassadors
- Many hands make light work
- Younger people don't like boards





## **7. Professional Development**

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