

# Roundtable Discussion: Leadership Development

Presented by

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# Today's Facilitation Team

## DDJ Myers, Ltd.



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# Types of Engagements We Do...

- Strategic Planning Sessions for Credit Unions
- Board Governance and Education
- Board Recruitment and Executive Recruitment
- Leadership Development and Coaching

# Table Talk :

## What is your primary concern as a Director?

### Participant Answers:

- Director Recruitment
- Director Succession
- Director Development (education)
- Director and Board Evaluation
- CEO Succession (staff development)
- CEO Recruitment

# Table Talk: Ideas for Board Recruitment, Succession, Development and Evaluation

## Participant Responses:

- Associate trainings – bring small groups through as a cohort experience
- Bring in Associates that represent pockets of membership
- Rotating Directors on committees and positions – increase exposure and diversity
- Review Succession Planning annually, ensuring the successors are getting the right training from an objective point of view

# Table Talk: Ideas for Board Recruitment, Succession, Development and Evaluation

- Intentions Form (projected/desired tenure)
- Nominating committee comprised of:
  - Only Board members
  - Only non-Board members (committee of volunteers)
  - Mix of Board and Staff
- Board skills matrix – evaluate gaps in expertise and training used for Board development and recruitment

# Table Talk: Ideas for Board Recruitment, Succession, Development and Evaluation

- Board Assessments – Individually assess one another for their contributing value to the Board, and to work directly to address longevity, lack of knowledge and effectiveness of Directors
- Create Emeritus Status, facilitating the openings for newer members
- Regularly updating Board position descriptions in alignment with the strategic plan
- Getting re-nominated

# Table Talk: Ideas for Board Recruitment, Succession, Development and Evaluation

- Board Team Effectiveness assessment, identifying areas for improvement
- CEO meets with different director prior to every Board meeting for mentoring and training
- Financial Terms Glossary
- Appointing Board members versus Elections
- Term limits to bring in younger directors



# Table Talk: What are you doing for CEO Succession Planning?

## Participant Answers:

### Staff

- Require Senior Staff get necessary education to ensure continuity of success
- While CEO out, rotate designated interim amongst all senior management, increase exposure to the responsibilities

### Board

- Hiring a CEO that understands and delivers to younger generations

# Additional Questions for Self-Assessment

- How do you evaluate performance of individual board members?
- Is your method generating the results you want?
- How do you know you are doing the right job today?
- What are your greatest strengths as a director?
- What support do you need to be more effective as a director?
- How well is your board aligned with your CEO/Exec Team?
- What support do you need to be more effective in this area?

# High Performing Boards Assessment

## Board Performance and Development

- ✓ Ensure your board is high performing.
- ✓ Create and maintain a standard of excellence for your board.
- ✓ Implement a strategic board recruitment process.
- ✓ Recruit and retain high performers for your board.
- ✓ Move from tactical discussions to more strategic discussion and decisions.
- ✓ Strengthen Board-CEO effectiveness.

The **Board Performance Assessment** is designed for credit unions interested in high performance and a high standard of excellence between board and CEO. This online assessment takes about 20 minutes for each board member to complete and delivers quantitative and qualitative information that supports your board in understanding how the board operates in these eight areas:

- Board Composition
- Board Committees
- CEO Compensation
- Strategic Planning
- Board Procedures
- Board Interaction
- Board Information
- Board and CEO Effectiveness

Sample Year-Over-Year Results

Impact	Category	2013	2012
1	Strategic Planning	88%	81%
2	Board & CEO Effectiveness	91%	82%
3	Board Information	87%	81%
4	Board Procedures	85%	80%
5	CEO Compensation/Oversight	90%	83%
6	Board Interaction	86%	81%
7	Board Composition	79%	74%
8	Board Committees	82%	77%

The information gathered can be used to:

- Establish current baseline of board's performance
- Identify critical gaps in key areas of board effectiveness
- Measure degree of alignment among board members
- Measure level of awareness of key board responsibilities
- Provide educational program for board members' continuous education
- Enable boards to quantify their interaction and effectiveness as a board
- Complies with board self-assessment requirements

The results of the Board Performance Assessment will determine approaches and methodology to ongoing leadership continuity of the board.

**Please contact DDJ Myers for more information on performing a board assessment within your organization by emailing us at [info@ddjmyers.com](mailto:info@ddjmyers.com) or call (800) 574-8877.**

# Thank You

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