

## Values at the Board Table

Contemporary boards are identifying and promoting their steadfast values. Values guide current and future leaders in their deliberation and decision making. A values statement is promoted along with the organization's *mission* and *vision* statements.

It is often communicated as a few bulleted words; or expressed as key words followed by descriptions.

To identify values, listen to a board discussion and consider its culture. Hold a discussion with the leadership. Commonly expressed values include:



- Transparency** – Promoting openness and access to information; avoiding the appearance of secret, closed-door meetings, suspect by members.
- Innovative** – Applying creative approaches (and/or making use of technology) to develop solutions.
- Diversity** – Respect for all members, regardless of culture, geography, specialty, religion, orientation, etc. Promoting and demonstrating inclusiveness and acceptance.
- Member-Driven** – Customer focused and driven by the needs of members.
- Integrity** – Upholding moral and ethical codes; promoting the highest standards of governance and management.
- Life-Long Learning** – Committed to being the source of quality learning.
- Decisive** – Willing and able make difficult decisions in a timely manner; courageous.
- Strategic** – Thinking long term for the best interests of the organization and members. Avoiding micromanagement.
- Accountable** – Responsibility for commitments and responsive to members and media.
- Compassionate** – Concerned for the needs of stakeholders, consumers, patients, etc.
- Teamwork** – Willingness to work together, respecting opinions and input; avoiding appearance of working in a silo or without consideration for others.

**Note:** Bob Harris, CAE, offers free samples at [www.nonprofitcenter.com](http://www.nonprofitcenter.com). He facilitates strategic planning, teaches board roles and staff management systems/processes. [bob@rchcae.com](mailto:bob@rchcae.com)