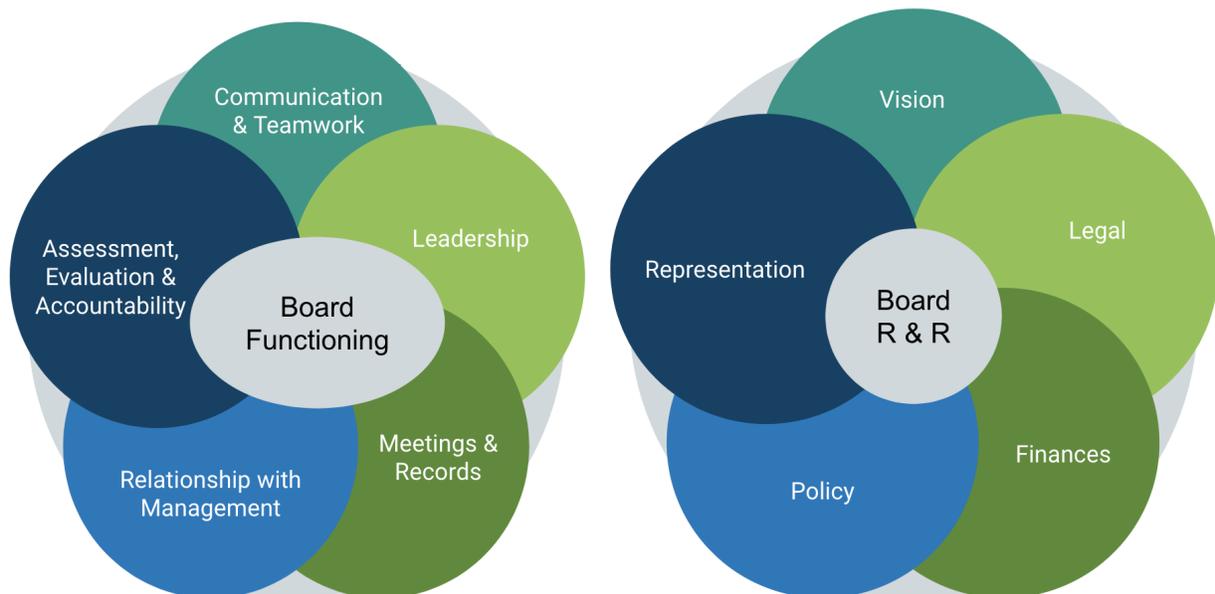


## Organizational Flowers: Board Functioning, Roles & Responsibilities



### Presentation go around

1. Name & Pronoun
2. Organization

### Roles within your group:

1. Person reading the scenario and questions
2. Note taker - help us document ideas about what nurtures and what hinders the democratic life of a board!
3. Timekeeper

## Scenarios

### **Breakout room #1**

An employee contacts you because they are facing many forms of microaggressions from other staff members with more (in)formal power. They tried to address the situation but felt unheard and nothing happened. They fear that bringing it up again with the staff or direction will further deteriorate their safety in the workplace. As a board member, what would you do in this situation?

### **Breakout room #2**

There has been a recent wave of burnout in the organization which has led to low capacity and an urgent need to hire staff. During the Board meeting there is disagreement about what changes need to be made before the new employee is hired, resulting in a delay in the hiring process. As Executive Director, you want to find a way or a solution to this problem; what would you do in this situation?

### **Breakout room #3**

The Executive Director has mentioned to you that she is having a hard time getting feedback from the Board on key issues. She isn't getting responses to her emails and is having a hard time moving forward on some files. She wants to improve her relationship and communication with the Board. As a Board member, what would you do?

### **Breakout room #4**

In the context of underfunding, the organization has lost an important grant that puts in peril certain programs and services. There are gaps in administrative documents and it's impossible to understand the financial situation due to lack of key information. The Board and staff have friendly but distant relationships and have not had many opportunities to get to know each other and work together. You want to find a solution for the well-being of the organization, what would you do?

### **Breakout room #5**

Since you started being involved in the Board, you have the feeling the Board is not really considering the decisions it is making. You feel like you are effectively rubber stamping decisions that the President and the Executive Director have already made together. You are not sure if you are really being useful, or how you might contribute more. You recognize there are many (in)formal power dynamics that make you hesitant about asking for clarifications and support. As a Board member, what would you do?

## Questions for breakout room discussions

1. Before jumping into the discussion, which elements of the flower do you recognize in this scenario?
2. **What would you do?** What are the **different ways of addressing the challenges** of the scenario?
3. **Have you ever been in a similar situation** or are there aspects of this scenario that you have seen in your organization? Can you think of **strengths that exist within your Board** and organization that could help?
4. Inspired by the scenario we just discussed, what **nurtures** the democratic life of a board? What **hinders** democratic life of a board? What are the knowledges, skills, postures or resources that can help Boards have vibrant democratic lives?