



“Getting What You Deserve From Your Board”



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The power of unity

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Executive Performance Evaluation

Overview

- **Why Important**
- **Timing**
- **Process**
- **What You Can Do**

Why don't Nonprofit Boards like doing Performance Evaluations?

- Board members feel uncomfortable
- Pressures of day-to-day activities.
- Perceived lack of trust/confidence
- Takes time
- Board members lack skills
- Chief executive does not insist
- Reflects organization culture
- Not important to organization
- Dysfunctional Board
- No job description
- Dominating chief executive
- Never has worked before

Why Performance Evaluations Are Important To You and the Organization

- **Fulfills the mission**
- **Success depends on the chief executive**
- **Ultimately enhances performance**
- **Helps the board meet its duty**
- **Meets organizational goals**
- **Helps understand expectations**
- **Enhances communications**
- **Develops the chief executive**
- **Provides written record**
- **Sets the example**

What is the Timing

- **Annually**
- **Reoccurring Updates**
- **Ongoing**
- **“No surprises”**

How the Process Should Work – 12 Tips for the Board

- **Set expectations**
- **Open & honest communications**
- **Confidentiality**
- **Positive and improvement areas**
- **Committee**
- **Self-evaluation**

How the Process Should Work – 12 Tips for the Board - Continued

- **Gathering feedback**
- **Written evaluation – the format**
- **No personal issues**
- **Personal professional development**
- **Improve and revise**
- **Evaluation vs. salary**

What can you do to ensure you receive the performance evaluation you deserve?

- Drive the process
- Be a partner
- Let the committee chair be your “champion”
- Put on meeting agenda
- Be a top performer!



Executive Compensation

Getting Fairly Compensated

- **Charity Navigator 2009 CEO Compensation Study**
- **Human Services below average \$126,267**
- **NPO's expenses 13.5 mil above average pay**
- **Expenses under 3.5 mil below average pay**
- **Study illuminates the need for a paradigm shift**

What Is The Law?

- **IRS Rebuttable Presumption of Reasonableness**
- **Disqualified Persons**
- **Decision making body**
- **Research Comparability**
- **Documentation**

Compensation Studies

- **ERI data**
- **Charity Navigator**
- **United Way**
- **National Organizations**

Equity and the Perception of Equity

- **Top three highest paid employees**
- **Salary freezes**
- **Compensation package is more than salary**



Executive Leadership Development

Executive Leadership Development

What is executive leadership development and why you deserve it?

Executive Leadership Development is...

Executive Leadership Development is learning activities that enhance the skills of leaders or potential leaders to perform in a leadership role.

Dorinda Rolle

Here's why you deserve Executive Leadership Development

**Because the success of the
organization largely depends on you.**

Why is Executive Leadership Development important?

- **It benefits the organization**
- **It makes you a better leader**
- **It increases your value to the organization**

Types of Executive Leadership Development

Traditional Methods

Industry specific conferences

Nonprofit conferences

Workshops

Degree programs

Leadership programs

Non-traditional Methods

Mentoring

Executive coach

Executive group coaching

Online study (webinars)

Executive MBA program
(non-academic)

How much does Executive Leadership Development cost?

- **The Pinto or the Cadillac?**
- **You get what you pay for!**
- **Measuring ROE vs. ROI on leadership development.**

Selling Executive Leadership Development to your Board

- **Return on investment**
- **Benefits to the organization**

What if my Board won't pay?

- **Here's what you can do**
 - **Find free or low cost sources**
 - **Pay of it yourself**
 - **Prepare a professional development plan for yourself that justifies the time spent away from the job**
 - **Join a professional association outside of your specialty**

Making time for your development

“Who has time for leadership development when my time is spent BEING a leader?”

FIVE Things

Your Board Should do to Keep You Performing at Your Best

- 1. Ensure a fair and professionally executed annual performance evaluation.**
- 2. Know the IRS rules about compensation**
- 3. Evaluate comparable data on compensation**
- 4. Create a Leadership Development Strategy**
- 5. Budget time and/or money for your development as a leader.**

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Questions/Comments?

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