Governance Webinar #6
To Delegate or not to delegate...that is the question
Welcome/Introductions

Jane Grosser
USA Swimming LSC Governance Consultant
USA Swimming volunteer
LSC Volunteer
Swim Parent
Coach
Swimmer
Strategic Thinking
When an organization thinks strategically...

The Board of Directors:

Provides leadership that focuses your organization on the same goals.

Utilizes tools that allow your organization to function more effectively.

Can actually shape the future of your organization, not just react to it.
If the Board doesn’t think strategically who will?

The Board only has time to think strategically if it delegates.
How well does your BOD delegate?

YOU HAVE TO DELEGATE SOME AUTHORITY!
To delegate you have to trust
and be like Goldilocks
Who does the work?

Standing Committees
Task forces
Sub committees
The Governance Committee
Things the BOD *should* delegate

- Continuous handy work
- Special administrative tasks
- Research projects
- Specific assignments that have been identified for needed purposes
Some duties the governance committee can assume:

- Identify skills needed on the BOD
- Actively seek candidates to fill those needs
- Provide orientation, maintain the BOD manual
- Plan an annual BOD retreat
- Act as keepers of the strategic plan
- Develop and maintain an annual BOD calendar
- Conduct assessment of BOD member participation and commitment
How can we incorporate a Governance Committee?

A separate standing committee of the BOD
A subcommittee of the current nominating committee
Replacing and expanding the duties of the nominating committee (consult your Bylaws to comply with nominating committee parameters)
The work that needs to get done, gets done and the BOD has time to think strategically!

Future BOD members are identified that understand the strategic work of the BOD. They are ready to step in and continue the strategic work of the BOD.
Increase your chances for success

Clearly Communicate what you want
AND... help them understand why
Proper Delegation

The board does not delegate its stamp of approval with assignments
Oversight

The BOD must retain its authority to accept, modify, or reject a committee’s recommendations.
Things that don’t get delegated

Strategic decisions
Financial decisions
Contracts
Items requiring a vote
Policy changes
The answer to the question is: Yes! Delegate! Delegate things like, research, special projects, etc. Delegate to committees, taskforces, etc. Establish and use a Governance committee. Remember Goldilocks when delegating. Maintain oversight-to assure accomplishment of strategic objectives. Be amazed at the results!
Questions???

Jane Grosser
USA Swimming
LSC Governance consultant
jane.grosser@usaswimming.org