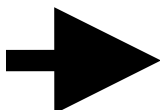




THE BOARD AND HEAD COACH RELATIONSHIP

CHARACTERISTICS OF AN EFFECTIVE BOARD-HEAD COACH PARTNERSHIP

- Common Expectations
- Cooperative Planning
- Open and Honest
- Communications
- Respect
- Mutual Evaluation



...result in a clear and common understanding of...

- Where We Are Going
- Why
- How We Will Get There
- How We Will Know We Have Arrived?

FACTORS CONDUCIVE TO AN EFFECTIVE BOARD-HEAD COACH PARTNERSHIP

Club health depends on an effective and flexible partnership between the Board and the Head Coach. It...

- Requires clarity and agreement about roles and responsibilities (in other words "Who does what?"),
- Requires regular and open communication between the Board Chair and the Head Coach, as well as an agreement about how to work together,
- Requires a willingness on everyone's part to clarify their own and each others' assumptions,
- Benefits from regular and systematic feedback and assessment,
- May need to be redefined as the club develops in size and complexity.

The Board is

Authorized by the state and the club's members. The Board is to govern the life of the club (notice that it does not say "govern the life **out** of the club.")

- Establishes mission and direction, ensures the necessary resources, and develops guiding principles (with heavy input from the Head Coach).
- In the eyes of the law retains ultimate responsibility and power.
- Is accountable to the public trust and to the club's constituencies.

The Head Coach is

Authorized by the Board and manages the daily affairs of the club.

- Supports the Board with strategic information, ideas and connections.
- Manages the affairs of the club by ensuring appropriate planning, coordination, and implementation of the program established by the Board to support the mission and strategic plan of the club.
- Retains immediate, or operational, responsibility and power.

REQUIREMENTS FOR AN EFFECTIVE PARTNERSHIP

1. Clarity of roles
2. Division of responsibilities
3. Attention to working relationships

Taken from the "Club Leadership Development Notebook" a publication from *BoardSource* created specifically for USA Swimming. For more information about *BoardSource* write to 1828 L Street NW, Suite 900, Washington, DC 20036-5114. Telephone (202) 452-6262. Fax: (202) 452-6299, email: mail@boardsource.org, website: <http://www.boardsource.org/>. Copyright 2000. Used with permission.