

The Importance of Board Training

Creating a “Learning is a Constant” Mentality

Dr. John Park

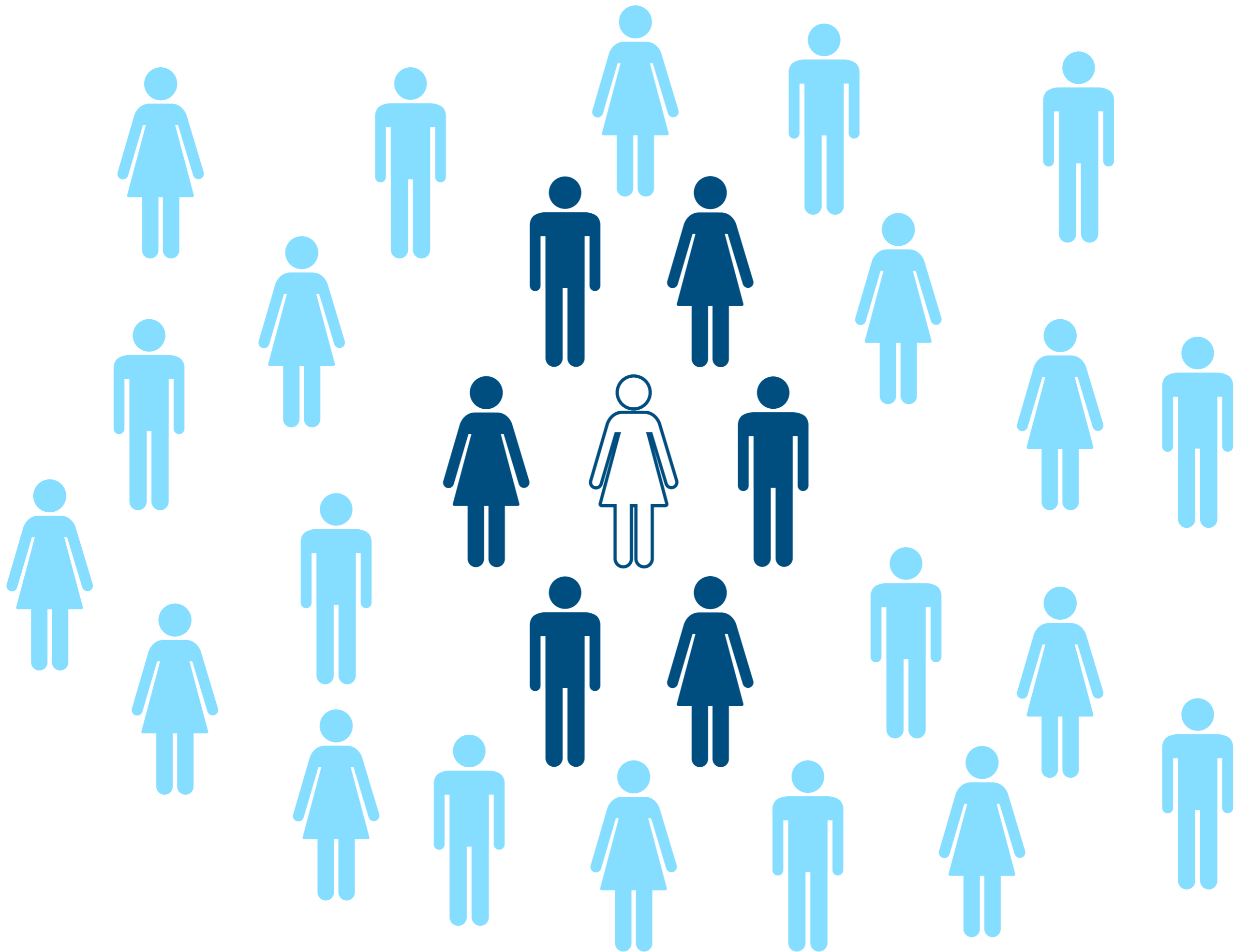
Roy B. Davis Professor of Agricultural Cooperation

Small Group Discussion

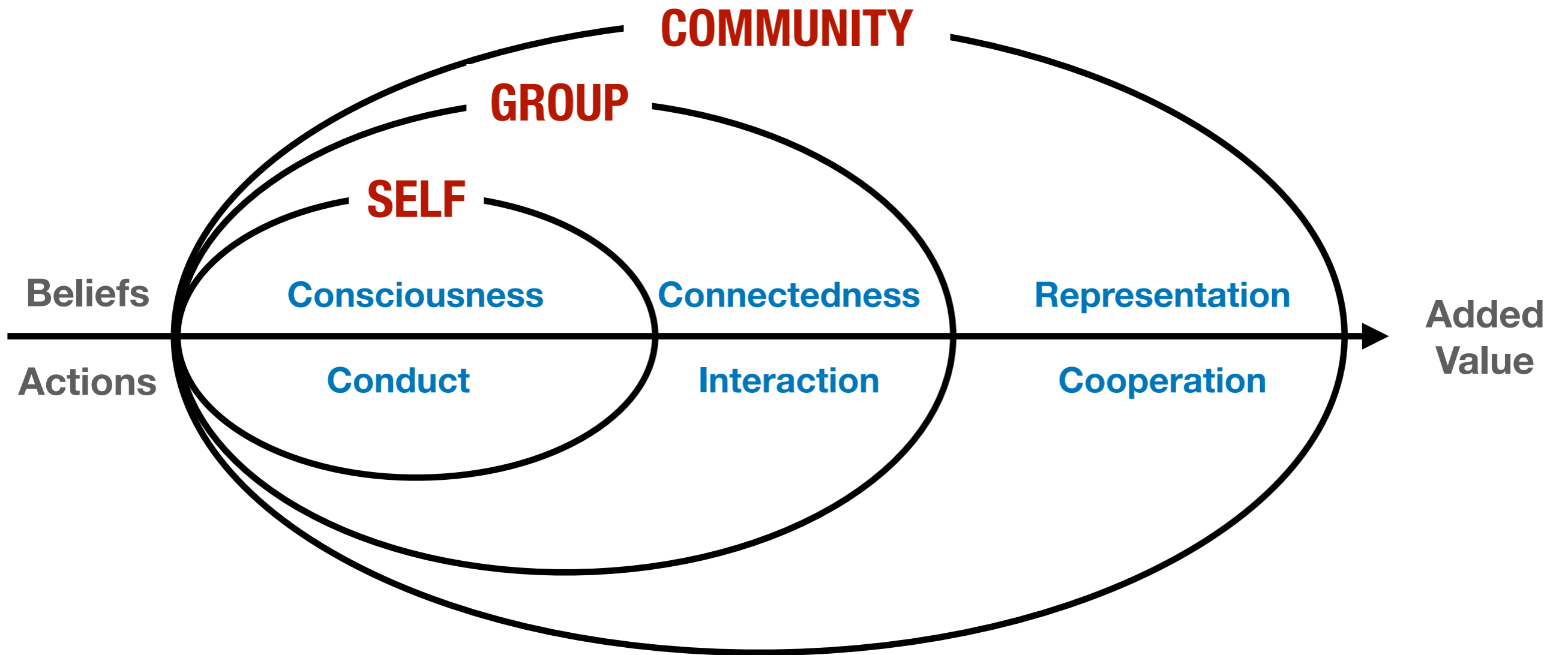
Describe your first day on the job as a director.

What is something you know now, but didn't know then?

How did you learn to be a great director?



Multidimensional Influence Model



Influence

Is your influence remarkable or mundane?

Remarkable

- Service to others
- Empower the development of others
- Improve working environments
- Ease working relationships
- Bring greater joy to work
- **Build true loyalty**

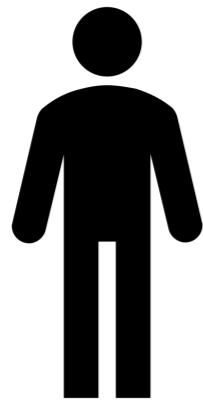
Mundane

- Focus on self interests
- Coerce
- Force
- Intimidate
- Harass
- Bully
- **Erode loyalty**

Multidimensional Governance Assessment

LEVEL 1

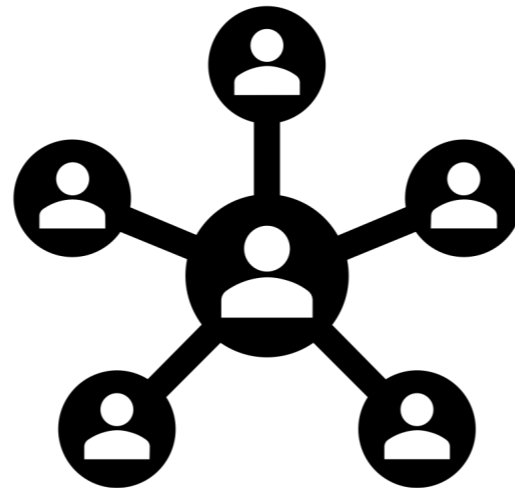
Self



*Conscious
Conduct*

LEVEL 2

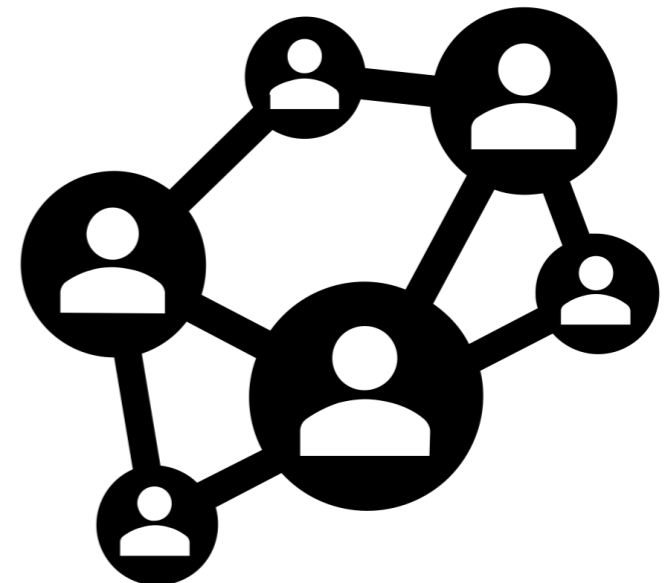
Board



*Connected
Interaction*

LEVEL 3

Cooperative

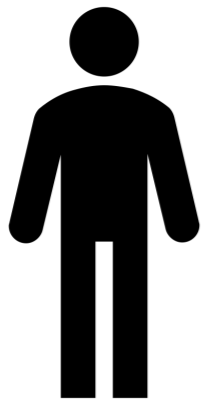


*Represented
Cooperation*

Level 1 Benefits to Training

LEVEL 1

Self



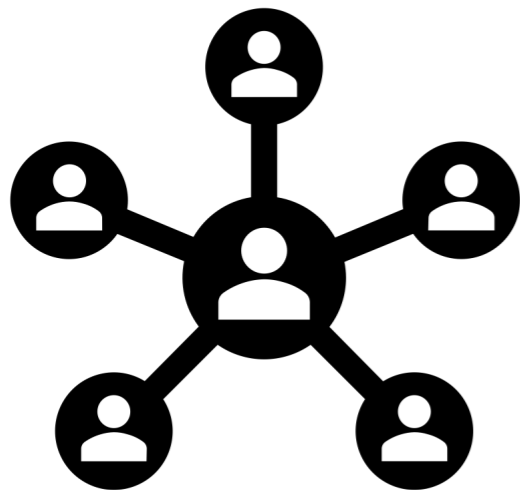
*Conscious
Conduct*

1. Build personal confidence in the board room
2. Helps promote best practices
3. Form better (informed) policy
4. Health benefits to your brain

Level 2 Benefits to Training

LEVEL 2

Board



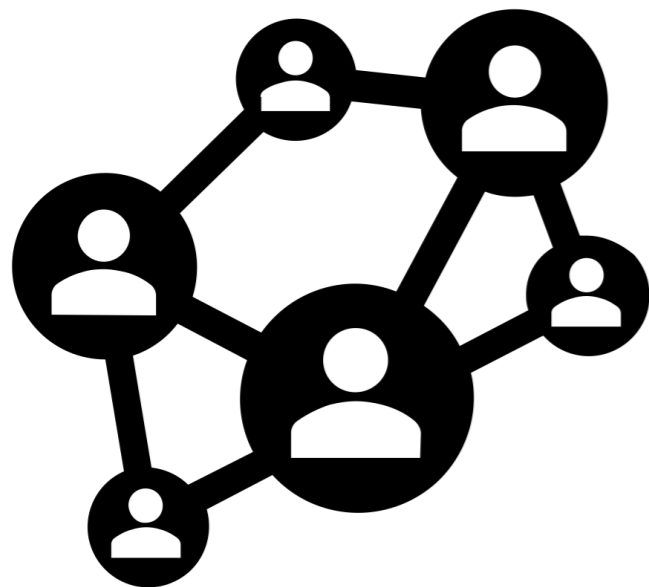
*Connected
Interaction*

1. Strengthened relationships to other directors
2. Connected directors contribute more during meetings
3. Improved mentoring of new directors

Level 3 Benefits to Training

LEVEL 3

Cooperative



*Represented
Cooperation*

1. Promotes a greater understanding of your members' needs
2. More easily form shared vision
3. Generates strategic ideas
4. Helps you govern for tomorrow



Ideas for **CONSTANT** Learning

1. Take the Multidimensional Governance Assessment
2. Discuss an article or news item
3. Review and discuss a section of the bylaws
4. Review and discuss a section of the employee handbook
5. Invite a local guest to address the board (banker, elected official, chamber of commerce, other cooperative professionals)



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