

Our New CEOs Board Effectiveness Program:

An Advisory Program for New CEOs on Board-Related Issues

Developing a constructive working relationship with the Board of Directors is one of the most important things for any new CEO to accomplish within the first 12-18 months of their tenure. This relationship not only has significant implications for the CEO's success, it can enhance or detract from the board's effectiveness in overseeing the company and working with the management team.



Directors are always anxious to provide guidance to a new CEO – and there's important wisdom to be gained from this advice, particularly when it comes from the Chair or Lead Director. But sometimes it's useful for a new CEO to have a sounding board from outside the board, itself, to provide an external perspective on board-related issues. If that "sounding board" is a well-respected thought-leader who's worked with nearly 200 boards over the past 25 years, that's an unparalleled wealth of insight that can complement the guidance of board members, introduce fresh perspectives and provide advice on a range of issues a new CEO is likely to be confronting in working with their board.

That's why Board Advisor created the **New CEOs Board Effectiveness Program**. The Program may be either 12 months (\$25,000) or 6 months (\$15,000) in duration. Participants receive 2 hours/month of confidential individual consulting time with the author, herself, to discuss board-related issues; time can be "banked" or "accelerated" for up to 3 months - a total of 6 hours per quarter. Topics likely to be covered include:

- **Preliminary one-on-one's with board members** – an important opportunity that many new CEOs squander. These can be invaluable for both the new CEO and for directors, themselves, with greater focus and structure.
- **Developing a constructive working relationship with board leadership (Chair/Lead Director)** -including the cadence of the relationship and understanding where the Chair/Lead Director can add unique value for the new CEO in working with the board.
- **Preparing to engage with the board on corporate strategy** – tactics to ensure that directors and management are aligned on key assumptions/fundamentals of the strategic plan.
- **Building a board-worthy executive team** –practical advice on enhancing board books and management presentations to the board on critical issues to shift from the "reporting out" model to a more "collaborative" approach that nearly always earns board kudo's for CEOs.
- **Board Development** –board evaluations, board succession planning, director performance management and other issues largely in the purview of the board but which every CEO should thoroughly understand and work collaboratively with his/her board in addressing.

Sound interesting? Videoconferencing allows us to have an informal chat from across the country or around the world. Just email Beverly.behan@boardadvisor.net and we'll set it up. We're happy to answer your questions and learn more about the issues you're facing in working with your board. No fees, no expectations – we love talking to new CEOs!