Finding the Right Leaders: Effective Principles for Board & Executive Recruitment

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Finding the Right Leaders

What is the Most Important Decision a Board Ever Makes?
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The Selection of a President!
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“No decision of the Board, absolutely no decision, is more profound. Nothing comes in as a close second.”

Dr. David McKenna
Board Resources

- **Trustee:** *The Sacred Trust*

- **Presidents:** *Power to Lead & Grace to Follow*

- **Board Chairs:** *The Call of the Chair*
“… most important because the president is the personal agent of the board, to whom the board delegates its authority to manage (lead) and to administer the institution in accordance with board policies.”

Dr. David McKenna
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“Everything rises and falls on leadership.”
Dr. John Maxwell
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SEARCH PROCESS CONSIDERATIONS
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Who do we know?
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Should we use a search consultant?
“Most boards are unprepared for leadership transition and at a loss to know how to conduct a search. The complexity of the process requires professional guidance.”

Dr. David McKenna
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SEARCH PROCESS OPTIONS

- Institutionally Directed
- Professional Executive Search Firm
- Eclectic Process
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The Value Added of a Search Consultant
Due Diligence

- Reference Checks

- Background Checks
  - Legal
  - Academic
  - Financial
  - Employment
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REMEMBER
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The second most important decision a board ever makes: the selection of its chairperson.
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The singular most important relationship contributing to a strong and effective board is the one between the board chair and the president.
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Effective boards require strong leadership in the chairman.
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BOARD CHAIR SELECTION PROCESS
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No one should be elected board chair without full approval of the president.
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The third most important decision a board ever makes is: the selection of new board members.
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The development of a highly effective board begins with the identification, recruitment, and selection of new trustees.
Effective boards require “strong” trustees who are:

- Highly Capable
- Deeply Committed
- Fully Aligned with the Institution’s Mission
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Effective Boards Maintain a Composition Matrix.

*Caveat to Composition Matrix*
RECAP – The Board’s Three Most Important Decisions:

1. The Selection of the President
2. The Selection of the Board Chair
3. The Selection of New Trustees