

OPPD

Governance Assessment

2017 Survey Results

Presented by:

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About the Survey

- LRI administered a survey of OPPD Board practices in 2015 and 2017. The survey was sent to Board and Management Team members.
- 2017 Response rates:
 - 7 out of 8 Board of Directors
 - 11 out of 11 Management Team Members
- 2015 Response Rates
 - 6 out of 8 Board of Directors
 - 4 out of 6 Management Team Members

Habit 1: Board members cultivate the Board as a distinct entity

CHARACTERISTIC	Board		Senior Mgt	
	2015	2017	2015	2017
Committees do not direct the organization, its chief executive, or its staff except in instances where they explicitly have that authority.	3.8	3.9	2.3	3.5
Individual Board members do not direct the organization, its chief executive, or staff.	3.3	3.9	2.0	2.8
Board members recognize that the Board is a distinct entity that guides and directs the organization.	3.0	3.3	3.0	3.4
Individual Board members make it clear when they are offering ideas or suggestions that they are not binding on staff.	3.0	2.9	1.8	2.5
The Board makes decisions and communicates them in the form of written policies.	1.8	3.0	1.3	3.4
MEAN	3.0	3.4	2.1	3.1

Scale ranged from 1 to 4: 1=Disagree to 4=Agree | 1-2: Red, 2-3: Yellow, 3-4: Green
 Mean = average score of characteristics within the habit

Habit 2: The Board focuses on results – and on monitoring results

CHARACTERISTIC	Board		Senior Mgt	
	2015	2017	2015	2017
Our Board sets goals for the organization.	2.2	2.9	1.3	3.5
Our Board expresses its goals in a written plan or policies.	2.2	3.1	1.0	3.8
Our Board defines performance measures for the organization.	1.8	2.4	1.0	3.2
Our Board regularly monitors the success of the organization using agreed-upon measures of performance.	2.0	3.0	1.3	3.6
Our Board evaluates the success of the chief executive and staff based on defined measures of performance.	2.2	2.4	1.8	3.6
MEAN	2.1	2.8	1.3	3.5

Scale ranged from 1 to 4: 1=Disagree to 4=Agree | 1-2: Red, 2-3: Yellow, 3-4: Green
 Mean = average score of characteristics within the habit

Habit 3: The Board ensures sufficient resources are on hand and that those resources are managed effectively

CHARACTERISTIC	Board		Senior Mgt	
	2015	2017	2015	2017
Our Board regularly reviews the finances of the organization.	3.8	3.7	4.0	4.0
Our Board assures that the resources in the budget are sufficient to achieve the goals defined by the Board.	3.5	3.1	3.0	3.7
Our Board approves the organization's budget.	4.0	3.3	4.0	4.0
Our Board assures an audit is conducted of the organization's finances.	4.0	3.6	4.0	3.9
Our Board does not let individual Board members or committees determine how money is spent.	3.3	3.6	3.0	3.9
MEAN	3.7	3.5	3.6	3.9

Scale ranged from 1 to 4: 1=Disagree to 4=Agree | 1-2: Red, 2-3: Yellow, 3-4: Green
 Mean = average score of characteristics within the habit

Habit 4: The Board develops itself so that it can effectively serve the organization's needs

CHARACTERISTIC	Board		Senior Mgt	
	2015	2017	2015	2017
Our Board regularly monitors its effectiveness.	2.2	2.6	2.5	2.9
Our Board regularly clarifies the roles of the Board, Board members, committees, and staff.	2.2	3.0	1.5	3.0
Our Board provides regular training in Board governance to officers and committee chairs.	1.5	2.6	1.0	2.5
Our Board assures an orderly succession of Board leadership.	3.0	3.0	2.0	3.4
Our Board orients new Board members to be effective as Board members.	2.2	2.7	2.3	2.7
MEAN	2.2	2.8	1.9	2.9

Scale ranged from 1 to 4: 1=Disagree to 4=Agree | 1-2: Red, 2-3: Yellow, 3-4: Green
 Mean = average score of characteristics within the habit

Habit 5: The Board provides feedback and support to the chief executive

CHARACTERISTIC	Board		Senior Mgt	
	2015	2017	2015	2017
Our Board regularly evaluates the chief executive on the basis of the organization's success in achieving the Board-defined goals.	2.2	2.9	2.0	3.9
Our Board assures our chief executive is given a clear delegation of authority.	2.7	3.3	3.0	3.7
Our Board respects the role of our chief executive and does not micro-manage him or her.	3.5	2.9	3.0	3.1
Our Board assures our chief executive receives the coaching and training that he or she needs.	3.2	2.3	2.5	3.5
Our Board assures the adequate compensation of our chief executive.	3.3	3.1	2.0	2.8
MEAN	3.0	2.9	2.5	3.4

Scale ranged from 1 to 4: 1=Disagree to 4=Agree | 1-2: Red, 2-3: Yellow, 3-4: Green

Mean = average score of characteristics within the habit

Board Meetings

CHARACTERISTIC	Board		Senior Mgt	
	2015	2017	2015	2017
Our Board meetings are well managed.	2.5	3.6	2.3	3.5
Our Board has effective procedures in place for managing public input at Board meetings.	1.2	2.9	1.5	3.6
MEAN	1.8	3.2	1.9	3.5

Scale ranged from 1 to 4: 1=Disagree to 4=Agree | 1-2: Red, 2-3: Yellow, 3-4: Green
 Mean = average score of characteristics within the habit