

Governance as Leadership – Decision Making Activity

What are the key issues facing your organization?

Choose one for this exercise: _____

Answer the following questions:

What are the **FIDUCIARY** aspects of this issue? *(What do we need to do?)*

What are the **STRATEGIC** aspects of this issue? *(How do we do it?)*

What are the **GENERATIVE** aspects of this issue? *(Why do we do it?)*

EXAMPLE:

Choose one issue for this exercise: we have high staff turnover

What are the **FIDUCIARY** aspects of this issue? *(What do we need to do?)*

We may need to pay staff more or offer more benefits

What are the **STRATEGIC** aspects of this issue? *(How do we do it?)*

How will we raise more money to pay staff more or offer additional benefits?

Could we operate with less staff? Could we tweak our benefits or other types of compensation?

Are they leaving because of pay or for other reasons?

Do we have a leadership problem?

What are the **GENERATIVE** aspects of this issue? *(Why do we do it?)*

What is our philosophy around compensation? Is it an important value to us to pay market rate?

Why is it important to have consistent staff?

Are we an organization that has experienced staff or could we “grow” young people, knowing they may go on to other positions? Is there some hybrid model that might work for us?