League of American Orchestras
2015 Conference
Trustees

Constructive Board Culture

(Cleveland Convention Center
Thursday, May 28, 2015 2:00pm-3:15pm)

Partners in Performance
...helping leaders build resilient, adaptive, mission-driven organizations
A board’s effectiveness is contingent on many factors, the most crucial being the culture the board members have co-created for themselves. What do we mean by “culture,” and what tools and processes have proven useful in leveraging commitment toward a more effective Board culture?
Five Primary Role of Board Service

• Fiscal & Fiduciary Oversight
• Organizational Direction & Strategic Thinking
• Cultural Stewardship
• Resource Generation
• Advocacy & Community Connections
A comparison

Combined
Current
Preferred

Board
Current
Preferred

Musicians
Current
Preferred

Staff
Current
Preferred

flexibility, discretion, and dynamism

Individual development, work environment, solidarity, teamwork, empowerment, involvement, and loyalty

Creativity, entrepreneurship, innovation, adaptation, anticipation, experimentation, capability, pioneer, risk taking, and uncertainty

internal orientation, integration, and unity

CLARITY

stability, efficiency, structure, hierarchy, control, coordination, rule-enforcement, environment, competitiveness, market share, business goals, standardization, consistency, predictability, reliability, and uniformity

HIERARCHY

MARKET

stability, order, and control

External orientation, differentiation, and rivalry
OCAI offers:

• Quick, identifiable diagnosis with a visual profile
• A quantitative starting point completed with qualitative information
• Consensus about current and preferred culture
• Momentum for change
• A clear format to change that you customize to your situation
• Basis for successful and sustainable change
Articles

• “Gremlins of Governance” Richard Chait

Books


Website

• Blue Avocado
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