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Changing more than a name

Challenges in Contemporary Governance: Looking through a shared lens

Hosts: Lynne Berry and Caroline Copeman

Guest speaker: Sean Hanson

Challenges in contemporary governance

Looking through a shared lens

Five explorations:

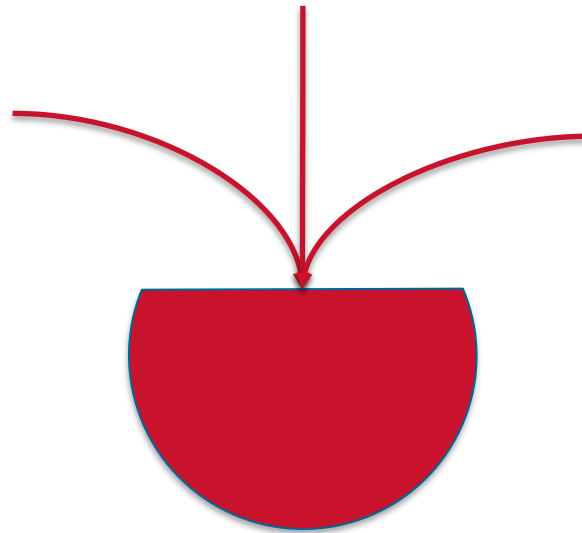
- Relationships between large and small nonprofits
 - Partnerships and collaborations
 - Organisation change and culture
 - Strategic leadership
 - Leading in turmoil
-
- Reflections – themes and insights

The real art of leadership is asking better questions!

How can we proactively bring in a range of different voices to our governance and leadership, so that we are not simply codifying what we already know?

How can we define and value our sector's leadership model?

How can we learn from recent events and redefine what governance is for as we move forward?



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There's lots to think about here including:

- The notion of shared leadership at the top and what that might look like for your charity:
 - [BBG: Developing the whole top team](#)
 - [Trustee Exchange session](#) about the Chair/CE partnership in crisis
- More agile governance practices and behaviours
 - [McKinsey's 'What next for Boards of Directors?'](#)
 - [Association of Chairs survey findings](#)

Learning from the Trustee Exchange paper

For individuals

- Show vulnerability, be open about how you feel, and seek support
- Think about your propensity to trust and how to build trust in others
- Maintain a sense of reality (however grim it is!)

For the Chair/CEO

- Work at the relationship; design it, don't leave it to chance; have stated agreements and role clarity
- Work at the ripple effect, especially across the whole top team: design it

For the wider organisation (everyone)

- Have a shared sense of purpose; use this to sense-make; create safe spaces for dialogue
- Reach out to others and build networks and relationships
- Create habits and routines that aid reflection, encourage learning and insight

How can we define and value our sector's leadership model?

- Inside organisations: be really clear what leadership means - tied to your Values - and live it!
 - The Charity Governance Code is really clear about the need to define inclusive leadership and live your beliefs
- Beyond individual organisations: actively pursue our role to facilitate change more widely; really think about how we use our power
 - ACEVO have a Privilege miniseries with Polly Neate CEO of Shelter and Tessy Ojo CEO of The Diana Award

How can we proactively bring in a range of different voices to our governance and leadership?

We are so keen on this topic that we have built a set of online resources about including people with lived experience of your cause on your board:

- Please [visit the site](#) and reflect on how you might change your practice
- If you have learning to share, please Get Involved via the links scattered throughout the online resource

Please use Chat to record your responses

What questions should boards and senior teams be asking now as we contemplate both short and long term challenges?

We will put your questions along with the slides and the video of this session on the CCE website after the event

