HOW TO DANCE WITHOUT STEPPING ON TOES

Practice Leadership Conference
March 10-13, 2018

Jo Linder-Crow, PhD
CEO, California Psychological Association

Paul Marcille, PhD
2018 President, California Psychological Association
KEY THOUGHTS FOR AN SPTA EXECUTIVE

• Consider “How we are going to be together?” Have that discussion with the President early (and often)
• Remember that old news to us is new news to new Board and Committee members
• Be respectful, consistent, and politely persistent (and make sure the staff is also)
KEY THOUGHTS FOR A BOARD MEMBER

• It’s a two-way relationship
• Be willing to hear bad news, work on resolutions, and move on
• Critical to really understand the role of an ED, respect their expertise, and provide the support needed
• Appreciate time required to do the work you want done
SUCCESSFUL EXECUTIVES:

- Think of governance as a two-way relationship
- Know there is no “us” and “them”—only “we”
- Appreciate the wealth of expertise on the Board, and use it
- Never hide bad news (or any news)
- Pay attention!
- Remember that our leaders have day jobs!
SUCCESSFUL BOARD MEMBERS... (THE ONES WE LOVE THE MOST!)

- Consider the big picture—lending expertise to thinking and talking about *mission, guiding policies, and procedures*
- Understand that the Board represents “ownership one step down, not management one step up” (John Carver)
- Tell the CEO what *result* to achieve
- *Do not* tell the CEO how to run the organization
THE “SAUCE” THAT MAKES IT WORK

- Trust
- Flexibility
- Sense of partnership
- Calm
- Willingness to listen
- Sense of humor
- Trust (Yes, I repeat)