

2014 Symposium Leadership Tips

Jan Phillips and Susan Decker Highlights



Thought Leaders and Board Tips

Everyone can learn from the 2014 Symposium for Women in Nonprofit Leadership's takeaways and the questions they prompt. In these highlights, we're featuring keynote speaker, **Jan Phillips**, Co-Founder and Executive Director, Livingkindness Foundation, and **Susan Decker**, Senior Governance Consultant for BoardSource and Director of the Master of Leadership Development at Saint Mary-of-the-Woods College.

Jan Phillips: Quotes and Questions They Prompt

"I knew I was never going to hold a gala or do something that involves pantyhose. But I knew I needed to raise funds. You need to know your own goals."

- Can you name your top 3 organizational goals?
- Can you name your top personal goals... as they relate to your career passions?
- How do your personal goals help support your organizational goals?

"We're all creative. It's about how you convert your life experiences into creativity, your process to convert your passion into action."

- How do you convert your life experiences into creative inspirations that help fulfill your mission?

"People aren't giving for charity. They're giving for **Change!**"

- What change is your organization achieving? How are you communicating those changes?

"Someone is watching you to see how to be a leader."

- Everyone is mentoring, whether they know it or not. What are you modeling as part of who you are?

Susan Decker: Quotes and Questions They Prompt

"Ask people to **Serve** on boards, not **Sit** on boards."

- Recruit board members with full intention for action, not warming the seats. How does your recruiting style or process ensure your boards are fully engaged to **Serve** your mission? Are you maximizing your board's strengths, interests, energy?

"Remind boards that they have **One** employee, and to use a **Telescope** not a **Microscope** in their roles."

- Focusing on the big picture, setting direction, setting policy, is where the board's attention should be. Susan suggests that one way to help board members stop micromanaging is to discuss this analogy with the board chair, not the full board. The chair's leadership and approach can guide the rest of the board with thoughtful balance.

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