

Board Composition and Selection

AGB

It is vital that the composition of a governing board reflect the community that it serves. The foremost reason is to support justice, diversity, equity, and inclusion (JDE&I) within institutional communities. But those values are also essential for building and maintaining high-performance, strategic boards. Institutions and foundations face daunting challenges. They must be able to look at issues from every angle and address them with creative solutions. That's possible only when boards include a wide span of relevant backgrounds, viewpoints, and interests. It is critical to the success of boards (and therefore to the sustainability of institutions) that all aspects of composition and selection align toward JDE&I.

Support for Boards and Leaders

AGB provides diagnostic reviews of board selection processes and board composition, conducted from the perspectives of an institution or foundation's mission, community, business model, strategy, and challenges.

Our experts will help you determine whether your current board possesses the skills, perspectives, and expertise you'll need to address short-term contingencies, target growth, and achieve long-term sustainability. They will identify gaps and determine what is required to fill them. They'll also examine the selection process that produced your current composition, benchmark it against leading practices, and identify areas for improvement. The results of your engagement will be an action plan for composing a strong, strategic board and a consistent selection process for maintaining it.

AGB EXPERTS ENABLE EFFECTIVE LEADERSHIP

AGB Consulting inspires and empowers institutions and foundations to ensure that their board compositions:

- Precisely align with their missions, business models, and strategies
- Represent a wide range of relevant backgrounds, perspectives, skills, expertise, and experience
- Reflect their institutional communities and demonstrate strong commitments to justice, diversity, equity, and inclusion
- Use a selection process that consistently achieves their goals

TAILORED TO YOUR INSTITUTION OR FOUNDATION

This is NOT a one-size-fits-all service. Both focus and scope will be customized for you. We match you with expert consultants—former board members, former CEOs, and subject matter experts—who have experience relevant to your situation. We will work with you to identify the questions you need to answer, including:

- Does our current composition support our mission and strategic goals?
- Where are there skill gaps and how do we fill them?
- Is our current composition consistent with our stated goals for JDE&I?
- What must we do to achieve a board that is diverse in all of its facets?
- What does our current composition tell us about our selection process?
- Are we consistently competitive or are we losing top candidates to other boards?
- Could our selection process operate more efficiently while producing higher-quality candidates?
- How can we make the “recruitment journey” a more compelling experience for our candidates?
- What must we do to make our board seats more desirable?
- What can we learn from our board composition successes and failures?
- Are we laying the groundwork for composing the board we'll need in three, five, or 10 years?

“Proper board governance and board member selection are essential to maximizing foundation work such as fundraising, investment management, and advocacy. AGB Consulting services from seasoned foundation professionals help meet these challenges.”

John B. Carter

Former President and COO,
Georgia Tech Foundation

“AGB has been able to help us to structure our board, determine how many members we should have, what types of committees we should have, and what the most important committees that we should have are.”

Vita Pickrum, EdD, CFRE

Vice President of the Division
of Institutional Advancement
and President, Delaware State
University Foundation

Schedule a complimentary call to learn more.

Consulting@AGB.org • 202-776-0865