



# BOARD DEVELOPMENT

*A board development process focuses on strengthening the board's effectiveness, governance practices, and overall performance. Investing in board development will help strengthen the hospital's governance and enhance its ability to serve the community effectively. Here's a comprehensive approach to developing a hospital board.*



## Assess and Plan

A board self-assessment, a resource provided by THT, or survey is important to complete on a regular basis. This assessment can help identify strengths, weaknesses, and areas for improvement. The assessment should evaluate governance processes, structure, board meetings, and areas of educational development. Additionally, a board self-assessment helps to gather direct feedback about the needs and expectations of board members from their hospital or health system.



## Set Development Goals

Regularly evaluating your board's governance ensures that it remains current and aligns with the hospital's strategic goals and governing documents. While a board self-assessment or survey is an essential first step, what typically follows is the most crucial; boards should discuss the assessment results, establish goals, and develop an action plan to achieve goals. The governance committee is usually responsible for this work, while some organizations may work on this with the entire board. The board should document goals and action plans and establish a reoccurring check-in or progress update.



## Board Member Training and Development

Board education starts with the new board member orientation. A thorough orientation will help ensure everyone understands their responsibilities along with the hospital's mission, operations, and governance structure. While a board self-assessment or survey is an essential first step, what typically follows is the most crucial; boards should discuss the assessment

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## Improve Board Dynamics and Collaboration

A key component of board development is discussion the efficiency and effectiveness of board meetings. These discussions help promote transparency and foster camaraderie and trust. Offsites are another way to develop boards and strengthen collaboration. Boards are often busy, but the board needs to seek out opportunities for team building, whether at conferences, board retreats, or even during small social dinners.



## Succession Planning

A crucial step in board development is succession planning. Develop a strategy for identifying future board members help maintain continuity and stability. By reviewing the board's makeup, gaps in competencies and skills needed for the hospital of the future can be identified along with potential leaders within the board.



## Stay Consistent

Boards should regularly review and update the board development plan to reflect changing needs and circumstances. Adherence to these procedures can help a hospital board improve its efficacy, fulfill its governance obligations more effectively, and ultimately bolster the hospital's ability to provide high-quality care and attain its strategic objectives.