

DISCOVER HOW TO HARNESS THE  
UNIQUE STRENGTHS OF YOUR  
BOARD OF DIRECTORS



## Behavioral Profiling to Build an Effective Board of Directors

Your Board of Directors plays a vital role in ensuring the progress and growth of your private club through good governance. Like many Boards, yours is most likely composed of members with diverse skills and attributes.

However, the dynamics of the Board changes every time a new officer is elected, a committee chair is installed, or an existing member leaves. For a Board to effectively carry out its governance functions, members need to understand how to fit in and *how to do the work together* – rather than just *how to do the work*.

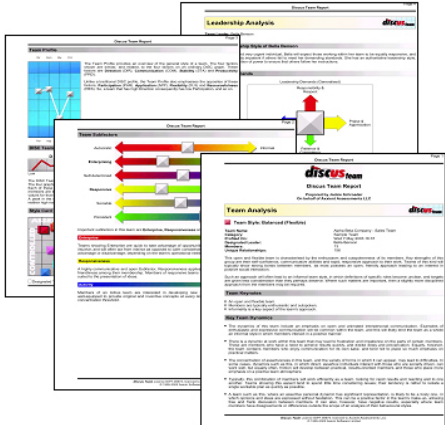
It has been our experience that continual change often creates inefficiencies. It takes time for new members to understand the dynamics of the Board and the dynamics of the individual relationships. With knowledge of how members can be expected to work and function together, the possibilities for higher efficiency increases.

Discus Team<sup>sm</sup> is a unique assessment tool that gives you insight into the dynamics at work in different teams. Discus Teams helps you harness the strengths within the team, manage the weaknesses, and maximize team effectiveness.

To uncover the dynamics within your Board of Directors, use Discus Team to:

- Create a behavioral profile of your members that will describe important factors in the interactions and how they get work done
- Define what will make the Board effective and what still interferes with it getting work done
- Describe how the Board President can work most effectively with each member
- Describe how committee chairs can work most effectively with committee members
- Describe how specific members interact, highlighting potential problems and suggesting ways to make the relationships work better.

**Discus Team widens the understanding about how each member impacts the Board on its ability to operate effectively, and identifies the challenges a new Board President will have in trying to lead the organization**



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