



NACUC 2025 Leadership Development Seminar Flip Chart Notes

1. Ideas

- a. Diversity on Board
- b. Associate Directors
- c. Advisory Groups
 - i. Associate “Volunteer”
- d. Voice of Community
- e. What to know first year on board

2. Chair’s Role

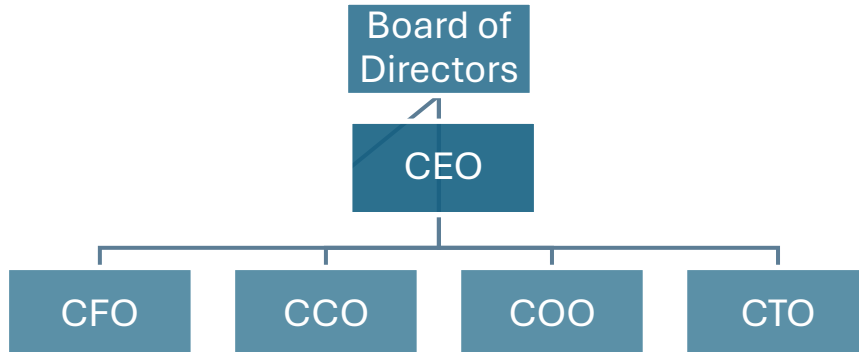
- a. Disagreement
 - i. Substance of debate critical to knowledge
- b. Difficult Conversations
 - i. “Kevin, tell me why you say that”
 - ii. Two people to share news
 - iii. Be very specific
 - iv. Put systems in place
- c. Chair Rotation
 - i. Avoid Chair becoming power position

3. Succession Planning

- a. Purpose
 - i. Tell story of why
 - ii. 30 second elevator speech
 - iii. Social Media Presence – TikTok/Facebook/Instagram/LinkedIn
- b. Skill Matrix
- c. Grade self on several competencies
- d. When you plan to leave
- e. Creating visibility
- f. Build out “collateral”
 - i. Job description
 - ii. Governance calendar
 - iii. Create specific webpage with QR code
 - iv. QR link to foundation
- g. T.O.P.M.

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- i. With guest
 - h. Survey board for time
 - i. Emeritus
 - j. Nominating Committee
 - k. Renomination checklist
- 4. Strategy
 - a. Monthly strategic topics
 - i. Board member
 - ii. Staff member
 - iii. Outside
 - b. Board education time
 - c.



- 5. Questions?
 - a. What happens if we get taxed
 - b. Assess Merger potential
 - c. Bank acquisition
 - d. Capital – too much
 - e. Relationship between capital and asset growth
 - f. The right people on the board
 - g. Sponsoring other organizations
 - h. Expense ratios



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6. Topics

- a. Mergers
- b. Strategic Planning
 - i. Consensus
- c. CU Advocacy – Politics
- d. Succession Planning
- e. Voice of Member
- f. Charter Opportunities
 - i. Growth
- g. Developing Effective Board Members
 - i. Evaluations
 - ii. Skills Matrix
- h. Officer Elections
- i. Term Limits
- j. Board CEO Relationship
- k. CEO Transition
 - i. Hiring right CEO
 - ii. On-boarding CEO
- l. Committees
- m. Incumbent checklist
- n. Nominations process
- o. Role of Governance Committee
- p. Banking Beyond Bars
- q. Officer Elections
- r. Term Limits?
- s. CEO Transition
 - i. Hiring Right CEO
 - ii. On-Boarding CEO

7. Committees

- a. ALCO
- b. Governance
- c. Nominating
- d. Volunteer



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- e. Scholarship
 - f. Loan Review
 - i. Board/Senior Leadership
 - g. E.R.M.
 - h. Information Security
 - i. 2 Gen
 - j. Finance Committee
 - k. Technology
 - l. Credit Oversight
 - m. Strategic Planning
 - n. PAC
 - o. Policy
 - p. Executive Committee
 - q. AD HOC
8. Culture of Politeness
- a. Quality of debate
 - b. Conflict minor
 - c. Put “topic” in middle
 - d. Script
9. Board Evaluations
- a. Set goal for self-improvement
 - b. Calibration
 - c. A “tool” not a “weapon”
 - d. Provide a “letter of recommendation” for paid board seats
 - i. Justifies evaluation for Board Directors>Board>C-Suite
10. Perks
- a. Health Insurance
 - b. Mobile phone
 - c. Compensation
 - i. Evaluation requirement
 - d. Education/Travel
 - e. Technology Grant
 - f. Officer Elections



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g. Intention Forms