

# Activity – Culture of the Board

*You will need:* Index cards, flip chart, or large white board.

1. Distribute the index cards to the board members.
2. Instruct them to NOT put their name on the index card.
3. Ask them to use the index card to write their response to this question:

What 3 words describe our BOARD culture?

*Emphasize that this is not a question about the organization's culture. It is to be answered based on the culture of the board only.*

4. Ask them to turn the card over when they are done.
5. While they are working on that create a two-column chart on the flip chart/white board.  
Title the first column *"Describe our Board Culture"*
6. Collect the cards, shuffle, and redistribute.
7. Have each board member read the card they've been given.
8. On the flip chart/white board, record the responses from the index cards in the first column.
9. After all responses have been recorded, write in the title for the second column *"What do we wished we'd heard, but didn't?"*
10. Ask people to share their answers to that question verbally and record them in that column.

Possible areas for discussion:

- Are there items in the first column that we would like to change? What would it take to change those things?
- Review the items in the second column. Why didn't they come up in the initial question? What are the barriers to enhancing those cultural attributes in your board?

