



BOARD CHAIR BOOT CAMP
WHAT EVERY MODERN BOARD CHAIR NEEDS TO KNOW TO BE EFFECTIVE
December 4 & 16, 2025
1:00-4:00 pm ET
Virtual, Online Two-Part Webinar Series
PROGRAM OUTLINE

V: Dec 1, 2025

Day 1, Part 1 – December 4, 2025

1:00-4:00 pm ET

Board Chair Boot Camp

INTRODUCTION (20 MINS)

Faculty: Tom Keyse

Key Framing Question

- What are the biggest emerging challenges being experienced in our current governance environment?

MODULE 1 — THE CHAIR’S ROLE IN THE GOVERN SYSTEM (45 MINS)

Faculty: Karen Fryday-Field

❖ Core Concepts

- Defining the unique purpose, and the accountability of Board chair
- The Chair’s triangle – building relationships with:
 - the Board as a whole
 - individual Board members
 - the CEO

❖ Additional Focus

- What is the chair’s relationship with the people of the organization?
- Overview of the many dimensions of the Board–CEO relationship

MODULE 2 — THE CHAIR’S ROLE AS FACILITATOR/GUARDIAN OF GOVERNANCE EXCELLENCE (45 MINS)

Faculty: Tom Keyse

❖ Governance Stewardship

- Upholding governance discipline – policies on Board governance, approach, Board structure, and governance processes.



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❖ **Tools & Frameworks**

- Using our policy towards strategic direction, decision-making, and Board behaviour
- What does Policy Governance® say about the role of the Board?

❖ **Modern Expectations**

- 3 modern governance expectations: transparency, integrity, and accountability

BREAK

MODULE 3 — THE BOARD CHAIR/CEO RELATIONSHIP (35 MINS)

Faculty: Pat McCarver

❖ **A Foundation of Partnership**

- Establishing mutual respect and accountability

❖ **Supporting the CEO Within Governance Boundaries**

- Supporting the CEO success without crossing governance bound
- Should and how can the Board support the CEO?

❖ **Monitoring, Feedback & Evaluation of CEO**

- Constructive and ongoing monitoring, feedback, and performance evaluation processes for the CEO
- The goals, effective processes, using a strengths-based approach

MODULE 4 — REFLECTION AND PEER EXCHANGE (25 MINS)

Faculty: Tom Keyse

❖ **Peer-to-Peer Learning**

- Sharing key takeaways and how you can apply lessons learned at your board

4:00 PM - ADJOURN



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Board Chair Boot Camp

WELCOME TO DAY 2

MODULE 5 — THE CHAIR’S ROLE IN FACILITATING BOARD DECISION-MAKING IN THE FACE OF CHRONIC TENSIONS & CONFLICTING VALUES (40 MINS)

Faculty: Karen Fryday-Field

❖ **Leading Through Difficulty**

- Leading through disagreement and crisis

❖ **Decision-Making Under Pressure**

- Determining how to make effective decisions and overcome chronic tensions and conflicting values at the Board

❖ **Applied Learning**

- Brief case study

MODULE 6 — FACILITATING EFFECTIVE AND IMPACTFUL BOARD MEETINGS (35 MINS)

Faculty: Ted Humphrey

❖ **Meeting Design**

- Designing agendas for governance impact

❖ **High-Quality Chairing**

- Chairing for engagement and inclusivity – how do you facilitate all voices at the table to be fully engaged, participative, and heard?



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❖ **Topic Framing & Flow**

- Introducing and framing each Board agenda topic to ensure Board understanding and engagement in the purpose of the topic, the needed outcomes, and the stage of development of the topic
- Summarizing Board discussions and decisions and next steps for each Board agenda item (i.e. making sure that the Board understands the way forward)

❖ **Collaboration & Alignment**

- Techniques for consensus building

MODULE 7 — THE BOARD CHAIR AS A RELATIONAL LEADER (35 MINS)

Faculty: Steve Schroeder

❖ **Emotional & Relational Intelligence**

- Emotional and relational intelligence in governance context

❖ **Healthy Board Culture**

- Building trust and psychological safety on the Board

❖ **Leadership Influence**

- The Chair's influence on board tone, conduct, and ethics

BREAK

MODULE 8 — THE CHAIR'S ROLE IN EVALUATION & CONTINUOUS IMPROVEMENT (30 MINS)

Faculty: Karen Fryday-Field

❖ **Purposes & Uses of Board Evaluation**

- Purposes for Board evaluation: scorecard, continuous improvement/development, informing strategic foresight

❖ **Turning Insight Into Action**

- Interpretation of Board evaluation insights for developmental use



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❖ **Building a Learning Board**

- Encouraging reflective governance and adaptive leadership

❖ **Strategic Board Planning**

- Building the Board strategic agenda and work plan

MODULE 9 — BOARD CHAIR BOOT CAMP WRAP-UP & TAKEAWAYS (30 MINS)

Faculty: Panel

❖ **Closing Capstone Conversation**

- A dynamic panel discussion of the Boot camp instructors engaging with participants on the most challenging questions facing Board chair and our current governance environment

4:00 pm - ADJOURN