



Creating and Maintaining a Highly Effective Board of Directors

Virtually every organization – small or large, public or private, young or old – can benefit from the involvement of an independent board of directors. Unfortunately, business leaders all too often overlook the impact – positive or negative – that a board can have on their organization’s success. A highly effective board of directors can significantly contribute to a company’s success. In addition to providing proper oversight, engaged and informed directors serve as a sounding board, providing a unique perspective and offering unbiased, objective advice on a variety of topics.

Conversely, a dysfunctional board can be worse than having no board at all. Disengaged, unfocused or misguided directors can be difficult and frustrating. They cause distractions that could result in missed opportunities and may create unnecessary risk for your company. In this case, having an independent board of directors is more of a hindrance than a help.

Even effective boards of directors risk becoming ineffective if they are not properly managed and developed. Over time, individual directors may become stagnant in their effectiveness or disengage altogether, which detracts from their individual and, ultimately, the group’s ability to make valuable contributions.

As founding members of Reach Point Alliance, TalentQuest and Safe Harbor Consulting have joined forces to offer organizations of all shapes and sizes a fully integrated board assessment and development solution.

Through Reach Point Alliance, TalentQuest and Safe Harbor Consulting help boards of directors and organizational leaders operate at Peak Performance levels. Whether your board is sinking or soaring, whether your company is large or small, public or private, a Reach Point Alliance Board Review can have a significant impact on your near-term bottom line and your long-term viability.

- Is your board fearful of conflict? Poorly prepared for meetings? Simply going through the motions?
- Do you have clearly defined committee accountabilities?
- Does your board impact business strategy and performance?
- Do you have a CEO succession plan in place?
- Are risk management responsibilities clearly understood?

These are all critical questions to carefully consider when assessing the value of your board to your organization.

Board Assessments

TalentQuest provides highly customized board reviews to assess every aspect of your board's effectiveness. A comprehensive board assessment evaluates the strengths and limitations of each individual member as well as the board as an entity. They address critical issues such as board member selection and turnover, succession planning including needs and expertise-based criteria for recruitment of new members, and on-boarding of new members.

The process begins with each board member participating in a peer review process to assess behaviors of, and provide feedback on, all other board members and committees as well as the board as a whole. It includes one-on-one informal interviews as well as quantitative surveys. TalentQuest consultants then combine and analyze all of the subjective and objective information gathered to create data-driven feedback reports and developmental recommendations.

Board Development

Now that you have a solid understanding of your board's strengths and limitations, what can you do to maintain or increase its current level of efficacy? Using the comprehensive feedback report created from the board assessment process, Safe Harbor Consulting works with each director to identify opportunities and areas for growth both as an individual and as a member of the board.

Even the most senior, seasoned executives need sounding boards to listen and challenge their judgment. Once perceived as a tool to help correct deficits in performance, executive coaching has become widely used to support senior-level professionals' growth and development. Coaching provides 'real-time' feedback and guidance, developing leaders in the context of their current positions, without taking them away from their day-to-day responsibilities.

Safe Harbor Consulting advises executive leaders and their boards of directors in their current business strategies to achieve dramatic improvements in cost, service, quality and speed. The firm's C-level executive coaches employ a wide variety of tools and tactics to help clients reach their full potential as individuals and as organizations.



TalentQuest has been bolstering organizational performance and advancing leadership for more than 35 years by blending the art of consulting with the science of technology. Our consultants and organizational psychologists deliver fully-integrated Human Capital Management consulting and Talent Management solutions that span the entire employee lifecycle – from talent selection to leadership succession.



Safe Harbor Consulting provides a calm sanctuary where executive leaders can think out loud, receive feedback and make necessary course corrections to advance themselves and their organizations. The firm was established by John "Pepper" Bullock in an effort to focus his career on working with values-driven decision makers in a coaching relationship. In 2010 the firm's expertise was expanded with the addition of Jim Lentz, who brings decades of experience in the public and private sectors.



Reach Point Alliance is an organized network of businesses and professionals integrated to provide a single point of access for growing companies to instantly leverage a full suite of trusted C-level expertise and services. The Alliance provides businesses access to an exclusive, carefully selected and highly qualified team of executives who offer expert advice in their respective fields, which include brand management and marketing, business development and strategic planning, process improvement, political strategy, financial operations, leadership development, performance management and executive coaching.