

Exercises using the NOS

– with a Board or Management Committee

Developing appraisal or review for the board as a whole

Although the NOS are primarily aimed at individual trustees, they can also be used by boards as a whole, either for developing learning plans, as explained earlier, or to introduce appraisal or review. If the board members have become familiar with the NOS this may be an easier way into board review or appraisal than moving to a different tool such as the Code of Governance. The NOS could also be used as an alternative if you have already been using a different method of review or as a 'health check' in between larger less frequent reviews.

Exercise 12 *Using NOS in board self-review*

Aim:

To assess board's performance

Outcome:

Action points for improving and measuring performance

Steps:

Allocate some time (e.g. away day, retreat or just some time as part of an extended board meeting) to review your board's performance using the NOS as a benchmark. As you work through the NOS units, keep in mind these questions:

- What are we doing well?
- What aren't we doing well/at all?
- What else could we be doing?
- How can these areas be addressed?
- How will we measure our progress?

Example

Look at *Unit 1: Safeguard and promote the values and mission of the voluntary or community organisation*

1. What are we doing well? *We comply with the governing document. We recently checked through our governing document in preparation for our AGM. All trustees have a copy and new trustees have a briefing on the legal jargon in the document.*
2. What aren't we doing well/at all? *We are not sure how well the values and mission are understood by stakeholders.*
3. What else could we be doing? *We have not reviewed our values and mission for eight years.*
4. How can these areas be addressed? *A review of our values and mission could take place in wider consultation with beneficiaries and stakeholders.*
5. How will we measure our progress? *We aim to complete the review of our values and mission by the end of the year.*