



National MPS Society Board Culture Statement

A Foundation of Holism: The Board strives to build a foundation of “holism,” recognizing that our Society serves many constituencies with sometimes different and even conflicting requirements and needs, and puts aside individual agendas for the good of the whole

Diversity: The Board recognizes that diversity exists in many forms, and seeks to maintain a Board that encourages respect for and inclusion of diversity at all levels of the Society.

Openness, Transparency and Accountability: The Board is committed to creating and nurturing an atmosphere of openness, transparency and accountability.

Conflict Resolution: The Board is committed to a swift, direct, honest approach to resolving conflict with one overriding objective; to work it out and move on.

Board/Staff Partnership: There is a strong partnership between volunteer leaders and staff based upon common expectations, trust, collaborative planning, joint evaluation, strong communication and mutual respect. Information flows directly between volunteer leaders and staff at all times.

Speaking with One Voice: The Board values respectful dissent and differences of opinion and practices a philosophy of debate and constructive conflict during Board meetings but unity and support for our common purpose outside the Boardroom. The Board values the sensitive nature of Society business.

Position Seeks the Person: The Board values the concept that the “position seeks the person, not the person the position” in developing current and future leaders of the Society.

Involvement in Society Affairs: Members of the Board are expected to be engaged – reading communications when they are received, responding with input when requested, and initiating discussions on provocative topics-inside and outside of Board meetings.

Consensus Decision-Making: Though the Board votes on motions, the Board favors a consensus decision-making process followed by voting on a motion.

Informed Decision-Making: The Board values informed decisions – seldom will it act on a matter without first having committee or an individual study the issue and make a recommendation for the Board to consider.

Governance vs. Management: The Board believes its primary responsibility is to govern

the Society by determining direction, stating desired outcomes, understanding why the direction and outcomes are desirable, and determining when things will be accomplished while, at the same time, refraining from managing the Society.

Openness to Feedback: The Board consistently evaluates its own performance, striving not for perfection but for openness to feedback and a willingness to improve the performance of the Board as a whole and of individual Board members. The Board recognizes that constructive criticism is another opportunity to improve our Society.