

Council/Staff Partnership Table with Shared Tasks

Council Chair Leadership	Together	Executive Director Leadership
<b>No micro-managing</b>	<b>Shared Tasks</b>	<b>No micro-governing</b>
<p><b>Governance</b>            Determine mission            Support purpose            Support &amp; evaluate the ED            Monitor &amp; Strengthen programs and services            Provide financial oversight            Build a competent membership            Ensure legal and ethical integrity            Enhance the Council’s public standing</p>	<p>Mutual respect, trust, and support            Reciprocal communications            Shared purpose and mission driven            (context: for the good of the Council)</p>	<p><b>Management</b>            Commit to the mission            Lead the staff and manage the Council            Follow the highest ethical standards, ensure accountability, and comply with the law            Engage the Council in planning and lead implementation            Develop future leadership            Build external relationships and serve as an advocate            Ensure the quality and effectiveness of programs, projects, and activities            Support the Council</p>
<p><b>Council Member Development</b>            Initiate – Orient – Sustain – Preserve</p>	<p><b>Shared Responsibilities</b>            Social stewardship            Fiscal Stewardship            Succession planning            Strategic planning and program evaluation</p>	<p><b>Staff Development</b>            Initiate – Orient – Sustain – Preserve</p>
<p><b>Council</b>            Mission-driven focus on governance tasks            Council focused on stakeholders            High functioning Council focused on process, tasks, and outcomes</p>	<p><b>Shared outcomes</b>            Mission impact            Council growth            Healthy, functional Council            Change as a constant</p>	<p><b>Workplace</b>            Mission-driven focus on management tasks            Staff focused on partners and collaborators, people with DD and their families            High functioning staff focused on process, tasks, and outcomes</p>