Effective Board and Management Relations

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Effective relations

Board and management work better with a clear framework, good chemistry and a supportive environment.
Clear roles

Understand the distinction between the board’s authority and the executive director’s
“I always ask myself – ‘do I need to know this? Is this a board responsibility’ before I make a request of the executive director.”
Day-to-day operations are the responsibility of the CEO, with the board providing perspective.
Common vision

Board and management need to be aligned on organization’s direction
The board needs a framework for dealing with agendas, financial decisions, leases, personnel and succession planning.
Good chemistry

Effective communications include frequent contact and open, ongoing dialogue
Say what’s on your mind

“It’s important to be tactful and consider how to approach sensitive issues, but it’s equally important to be direct.”
Avoid surprises

Keep in mind who else may provide info to board members if they don’t hear it from the CEO first.
Close, but not personal

Board members and management should not be “buddies.”
Good chemistry includes being willing to learn and listen, willing to accept feedback without ego.
CEO needs to make sure board has knowledge and understanding of issues.
Supportive environment

Board and management need to feel they are partners in the Port’s progress.
Elements for success

Success depends on a talented executive team, supportive board and a culture of transparency.
Chair needs to make sure all board members can offer a point of view.
In conclusion

Clear roles, exchanges of information and opinions, and good processes increase effective decision making.
Long-term view

Develop knowledgeable, capable people on board and management.
A good partnership leads to improved strategy, more transparent decisions and effective dealings with customers, community.