

**Enduris Leadership Retreat**  
Tuesday, November 19, 2013 Enduris Office

10:30 a.m. **Grounding in the Principles of Coherent Governance®**

- What is this all about?
- Why do we do this?
- Why does a board need an operating system?

12 noon Lunch

12:30 p.m. **Confronting the Issues**

**Issue 1: Do current Board Results policies reflect the Board's values about member benefits?**

- Are these the reasons members join the Pool?
- How do we know they meet or exceed our members' expectations?
- Are they sufficiently rigorous?

**Issue 2: Is the CEO sufficiently challenged as he and his staff work to produce the outcomes called for in the Results policies?**

- Do these policies require staff to work up a sweat? Is that important?

**Issue 3: How can the CEO evaluation be meaningful if it is focused exclusively on OE and R monitoring?**

- Is the CEO evaluation meaningful when limited to monitoring OE compliance and Results progress?
- Should there be more to the CEO evaluation than exclusive reliance on OE and R monitoring?
- How can the Board meaningfully link compensation with evaluation? Is there a logical way to determine through the routine monitoring of the policies whether the CEO has performed well enough to warrant extra compensation?

**Issue 4: If the Board has concerns about operational areas not addressed in policy, why can't it direct the CEO to "take care" of those things and be evaluated on whether he does them? How does the Board:**

- Give direction that drives CEO work?
- Pay due attention to individual Board member concerns and still give unified direction?

5:00 p.m. **Debrief, Adjourn**