



Entrepreneurs'
Organization

Your Path of Leadership to the EO Board of Directors

EXPLAINING THE EO BOARD SELECTION PROCESS
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Understanding the EO Board of Directors

SUMMARY

The Board has been working to standardize the selection process of its members to ensure an objective and fair process. In FY2019/20 it ran a pilot to have a group of non-Board members review all applicants on a set of standard criteria and recommend a short list of candidates for Board consideration. Learnings from the pilot were built into the process for FY2020/21, including feedback from Board candidates.

Below you will find an overview of the role of the Board of Directors and specifics of the selection process to ensure it is fair and transparent to candidates and all EO members. Please see EO's [Policies and Procedures](#) for even more technical details on the selection process.

EO BOARD PURPOSE

1. Provide continuity to the organization to ensure we bring value to our members
2. Act as fiduciaries for the organization
3. Ensure proper governance policies and procedures and act, as required, on governance issues
4. Identify and delegate strategic initiatives for the betterment of the organization
5. Set the role, responsibilities and monitor performance of the CEO
6. Define a process for measuring the effectiveness of the board and regularly report to members

EO BOARD COMPOSITION

- The EO Board of Directors has a minimum of 9 and a maximum of 12 voting directors.
- Each year, three directors are selected for 3-year terms which run from 1 July – 30 June.
- One of these three directors is appointed Chair-Elect-Elect by their peers in February of their first term.
- The EO Chair serves for one fiscal year in their third year of Board service.
- The Board may elect to add additional voting directors for 2-year terms who are not eligible to serve as Chair.

REQUIREMENTS TO SERVE

Every year the EO Board of Directors evaluate what specific skills are desirable for the open vacancies. That need, coupled with the requirements below, are used to evaluate candidates. In order to be considered for service on the EO Board, an EO member must have:

- A track record of leadership experience outside of his/her local chapter with increasing levels of responsibility in roles such as:
 - Committee Chair
 - Regional Chair
 - GLC Chair
 - University Chair
 - Global Subcommittee Chair
 - Task Force Chair



- Successfully demonstrated the following traits and behavior in his/her EO Path of Leadership:
 - A track record of consistent **servant leadership** in EO
 - Strong collaborative and team participation
 - Selflessness; putting the organization ahead of self interest
 - Vulnerability; being authentic and empathetic
 - Followership; trusting EO peers to lead
 - Empowerment and respect for EO's professional staff in carrying out their duties
- Competencies and Traits
 - Honesty
 - Selflessness
 - Empathy
 - Vulnerability / Authenticity
 - Collaborative
 - Sense of Humor
 - Positive Attitude

Joining the EO Board of Directors

THE BOARD NOMINATION COMMITTEE

- In FY2019/20, the Board established an independent Board Nomination Committee (BNC) to conduct the annual Board selection process and provide a slate of candidates for each annual election.
- The BNC is composed of the Chair, whose identity is public and communicated to EO members, and 6-8 other members, whose identities are kept confidential. The Chair is appointed by the Board; the Committee members are chosen by the Chair and approved by the Board. They serve for 1-year term and must have served previously on the Board, a Regional Council or a Global Committee. One member of the Committee must be a past Board member who has been off the Board for at least three years. Members of the BNC cannot apply to the Board for two years following their term.

THE BOARD SELECTION PROCESS

- The Board Nomination Committee manages the entirety of the Board selection process, including conducting interviews with all applicants.
- The BNC Chair then compiles and presents the master list of all candidates who have completed the application, interview, and supplemental requirements to the Board for review and feedback.
- Next, the BNC deliberates and creates a short list of their recommended candidates, which must include a minimum of two candidates per open Board position, unless the Board agrees otherwise.
- The short list, along with all supporting documentation used in the selection process, including applications, forms, assessments, interview recordings, and scoring rubrics, is then presented to the Board.
- The Board reserves the right to consider a qualified candidate from the master list who did not make the short list by majority vote.
- The Board deliberates and makes the final selection of candidates via formal vote.



TIMELINE FOR SELECTION

- Applications for the Board of Directors are open from 1 August – 15 September each year.
- The Board Nomination Committee conducts interviews and manages requirements of all candidates through 15 October.
- The Committee makes recommendations on qualified candidates for the Board to consider soon after, with the Board formally voting to select new directors at its November meeting.
- Both successful and unsuccessful candidates are notified immediately following selection.
- New directors must be ratified by the general membership in a process that runs for two weeks in early December.

APPLICATION PROCESS

- All candidates must submit a complete application by 15 September including:
 - Path of Leadership Application online at pol.eonetwork.org
 - Completed EO Board of Directors Application including signed Intellectual Property Agreement
 - Signed Revenue Verification form, completed by an accountant (this is waived for FY2021/2022)
 - Two references letters: One from an EO Member Leader and one from an EO Staff member
- Once the EO Board Secretary has verified that an application is complete, candidates move into the next phase of the selection process:
 - 45 minute interview with the Board Nomination Committee
 - Completed leadership assessment tools
 - Other supplementary material, at the discretion of the Board Nomination Committee
- Interviews take place between 15 September – 15 October.
- Candidates will be notified whether or not they were selected following the November EO Board meeting.

