

Global Board Director PoL Position Description

Purpose:

The Board of Directors of the Entrepreneurs' Organization has a duty to supervise the management of the business and affairs of the Organization. Each member of the Board is required to act honestly and in good faith with a view to the best interests of the Organization.

The role of the Board is one of supervision, stewardship, and oversight. In addition, each member of the Board must exercise the care, diligence, and skill that a reasonably prudent person would exercise in comparable circumstances. The officers and employees of the Organization are responsible for the day-to-day management and conduct of the business of the Organization and the implementation of the strategic plan approved by the Board. Under this mandate, the Board explicitly assumes responsibility for the stewardship of the Organization.

Rewards:

Personal growth opportunities through leading peers at the highest level of EO Global leadership experience:

- The opportunity to shape EO's future
- Significant, productive chances for interaction with member-leader peers
- Unique opportunities to attend events and meet members around the world and be exposed to different cultures, societal norms and social expectations.

Board Oversight Areas:

- Finance & Investment
- Audit
- Risk
- Legal & Compliance
- Governance
- Compensation (Executive Director)
- Strategy
- Member Value & Growth
- Leadership Development & Succession
- Culture, Collaboration & Communication
- Technology

Expectations and Responsibilities:

The Board's responsibilities shall include:

- Upholding EO's ethics, conflict-of-interest policies, and confidentiality obligations, and working closely with the Executive Director and Senior Leadership Team to nurture a culture that exhibits EO's Core Values, throughout the organization.
- Ensuring organizational alignment with EO's strategic goals and monitoring long-term strategic impact. Actively reviewing and confirming that appropriate risk management systems are in place. Mentoring emerging leaders and contributing to identification and designation of future board candidates.
- Engaging in Board Advisory Committees as assigned in order to ensure the protection and direction of the organization. The development of the Organization's approach to good governance, including:
 - Developing a set of governance principles and guidelines applicable to the Organization.
 - Developing, together with the Executive Director, a position description for the Executive Director, which delineates management's responsibilities, and approves the corporate goals and objectives that the Executive Director is responsible for meeting.

- Ensuring that all new directors receive a comprehensive orientation, understand the role of the Board and its BACs as well as the contribution individual directors are expected to make, and understand the nature and operation of the Organization's business; and provide continuing education opportunities for all directors focused on the Organization's business.
- Conducting and participating in annual Board Performance Evaluations.
- Providing final approval of:
 - Expenditures above a designated threshold
 - The appointment of officers of the Organization
 - The annual financial statements of the Organization and/or delegation of approval of interim financial statements of the Organization to the Finance BAC.

Term and Time Commitment:

- Members of the Board of Directors are appointed for four-year terms
- Each Board Member should plan at least fourteen weeks of travel and active, physical engagement:
 - Monthly Board meetings and global events (at least one Presidents Meeting)
 - Preparation time for Board conference calls and face-to-face meetings
 - At least fourteen (14) weeks of active physical participation, including more than eight (8) weeks of travel yearly.

Other:

- Each Board Member has the support of the Global Board Chair, who will advise on ways to accomplish specific goals.
- Global Board Members have the support of the entire EO Global Staff, particularly the Executive Director and the Secretary to the Global Board.
- Service will be evaluated, from time to time, by the other Global Board Members in a healthy and constructive way. This will likely include formal performance metrics for board effectiveness, contribution to strategy, and member engagement.

Leadership Competencies & Skills:

To be considered for service on the EO Board, a member must have:

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

- The following traits:
 - Honesty
 - Selflessness
 - Empathy
 - Vulnerability / Authenticity
 - Collaborative
 - Advocacy for inclusion and belonging
- And a selection of the following competencies, among others:
 - Inclusive Leadership & People Development
 - Governance & Strategic Oversight
 - Finance & Audit
 - Brand & Communications
 - Member Engagement & Experience
 - Technology & Digital Transformation
 - Legal & Compliance (Global)
 - Organizational Design & Change
 - Innovation Implementation
 - Respect & Professionalism
 - Member Belonging
 - Fairness & Opportunity
 - Culture of Respect
 - Ambassadorial role in representing EO globally and promoting the organization's brand consistently

Applying and accepting a PoL role may require that you choose between the PoL role and being an EO Global Board Director, EO trainer or facilitator. **Per EO's Conflict of Interest Policy, Tier 1 leaders cannot serve as Trainers or Facilitators in ANY capacity during their tenure.** For questions, please contact pol@eonetwork.org