NOBC Support Roles for Board Success

**Preceptor**
- Assigned content expert
- Assess/teach to specific competencies
- Time limited supervision

**Mentor**
- Voluntary
- Trusted advisor
- Long term relationship

**Sponsor**
- Door opener
- Introducer
- Opportunity creator

**Coach**
- Goal oriented personal/professional development
- Skilled observer
- Guide for personal accountability

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### NOBC BOARD READINESS MODEL
**FROM NOVICE TO EXPERT**

#### COMPLEXITY
**LEVELS OF BOARDS/APPOINTMENTS**

#### COMPETENCIES
**BY LEVEL**

#### ARENAS OF PERFORMANCE

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**Expert**
- High Level Influencer
- Innovative Thinker
- Political Prowess
- Legal/Regulatory and Policy Knowledge and Skill
- Leadership in Governance/Management
- Generative Communication Skills
- Community, Regional and/or National Orientation
- Governance Knowledge and Skill
- Knowledge of How Influence is Accessed and Applied
- Knowledge and Skill in Advocacy

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**Corporate Governance**
- Boards at the Professional Association or Healthcare System Level and Political/Regulatory or Policy Appointments

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**Organizational Governance Boards**
- Complexity Management
- Complexity Theory Knowledge
- Strategic Orientation Planning
- Human Resource Knowledge and Skill
- Talent Development
- Change Management/Leadership
- Customer/Client Satisfaction
- Knowledge and Skill in Process/Performance Improvement, Quality and Safety, and Appropriate Application in Organizational Processes and Metrics
- Fiscal Acumen
- Organizational Awareness
- Team Leadership
- Building Effective Relationships
- Knowledge of Marketing, Mergers, and Acquisitions
- Knowledge and Effective Application of Self-Knowledge and Personal Style Preferences
- Skill and Effective Application of Self-Assessment and Self-Regulation
- Knowledge of Regulatory Compliance and Relevance to Organizational Types
- Knowledge of Customer Satisfaction Principles
- Advanced Skill and Ability in Conflict Management
- Advanced Meeting Management and Team Leadership Principles

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**Advisory and Community Boards**
- Achievement Orientation
- Lifelong Learning/Information Seeking
- Emotional Intelligence
- Knowledge and Skill in Relationship Building
- Effective Communication
- Conflict Management Knowledge and Skill
- Personal/Professional Accountability
- Demonstrated Ability in Giving and Receiving Feedback
- Basic Knowledge of Principles of Governance and Management
- Personal Style Preference "Testing"
- Understanding of Reflective Practices
- Understanding of Mindfulness Practices
- Understanding of Theory of Systems Thinking and Mental Models
- Basic Understanding of Political Context and Landscape

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**Novice**

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**Civic and Professional Leadership**

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**Organizational Management and Leadership**

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**Self-Leadership**

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**Path to Board Readiness**

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