

VHCD Board Retreat

June 18–19, 2025

AGENDA – Day 1

- Welcome, Framing, Rubrics
- Goals and Outcomes
- Opening Connection/Conversations
- Appreciative Inquiry – Successes and Gratitude
- Review of where we are
- SCARF model – inward and outward facing
- 5 Dysfunctions of a Team
- “Good Governance” priorities
- Public Engagement/Input
- Designing for Generative Board Meetings
- Leadership Round – Commitments & Closure

AGENDA – Day 2

- Welcome Back & Warm-up
- Leadership Ethics & Strategic Stewardship
- Strategic Pivot Visualization & Stakeholder Mapping
- Public Engagement/Input
- Integration and Public Narrative
- Strategy Breakouts: Messaging, Programs, Partnerships
- Deep Dive/Facilitated Planning Block (tbd)
- Closure

Retreat Goals

- Day 1: Enhance trust, team cohesion & communication
- Day 2: Align strategy and community engagement
- Model the leadership we want to extend outward

Desired Outcomes

- Define and affirm shared behavior norms that promote trust and respectful disagreement
- Draft simple protocol for open dialogue and feedback
- Identify new leadership practices to pilot
- Map current stakeholders
- Identify improved engagement targets

Resources:

Book: The Five Dysfunctions of a Team: <https://tinyurl.com/269cdyse>

SCARF Model: <https://www.fullstory.com/blog/use-scarf-to-model-motivation/>

Liberating Structures: <https://www.liberatingstructures.com>

Book: The Surprising Power of Liberating Structures: <https://tinyurl.com/bdye56r3>