

Board Duties

○ Care

- Prudent Person Rule

○ Loyalty

- Best interest of organization; no conflicts of interest

○ Obedience

- Follow the law
- Governing body rejects proposals that put the organization's mission at risk



Business Judgment Rule

- Protects boards decisions
- Presumption of acting in good faith
- Decisions must be
 - Plausibly rational
 - Involve no conflict of interest
 - Reasonably informed



Influence

Influence is like a savings account, the less you use it, the more you've got.

Individually you have
NO POWER

Board power is
collective when taking
action at a board
meeting

You have influence
because of your board
position, be careful how
you use it

Ethics law prohibits
granting or seeking
special privileges

Positive Personal Power



Paradigms



- Insanity: doing the same thing, the same way and expecting different results



Conflict

- “Conflict is neither positive nor negative. If managed properly, it is an opportunity for personal growth. If mismanaged, it can be destructive both personally and professionally. Our purpose is to maximize positive benefits and minimize negative impact.” – *Dick Clark*

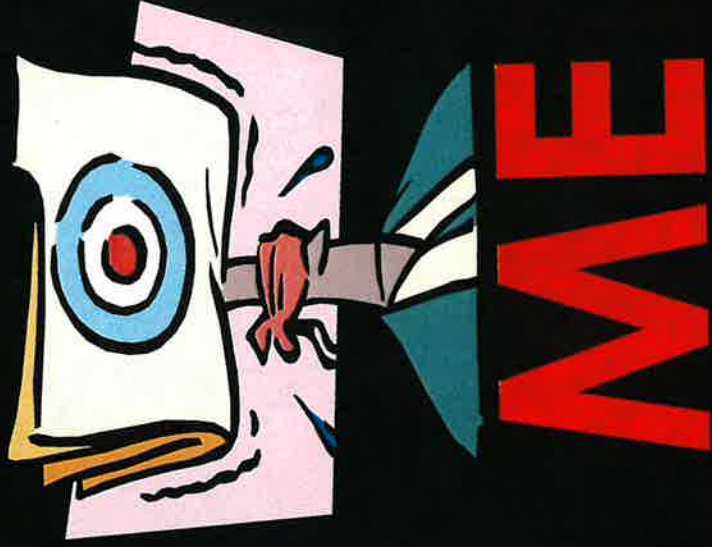


There Are No Difficult People

- Not the public
- Not board members
- Not customers
- Not service providers
- Not family
- Not friends
- Not authority figures
- Not employees
- Not coworkers



The One Difficult Person



Cycles of Behavior

My Belief System

Biases,
prejudices,
irrational beliefs

My should not,
must not, ought
not attitude



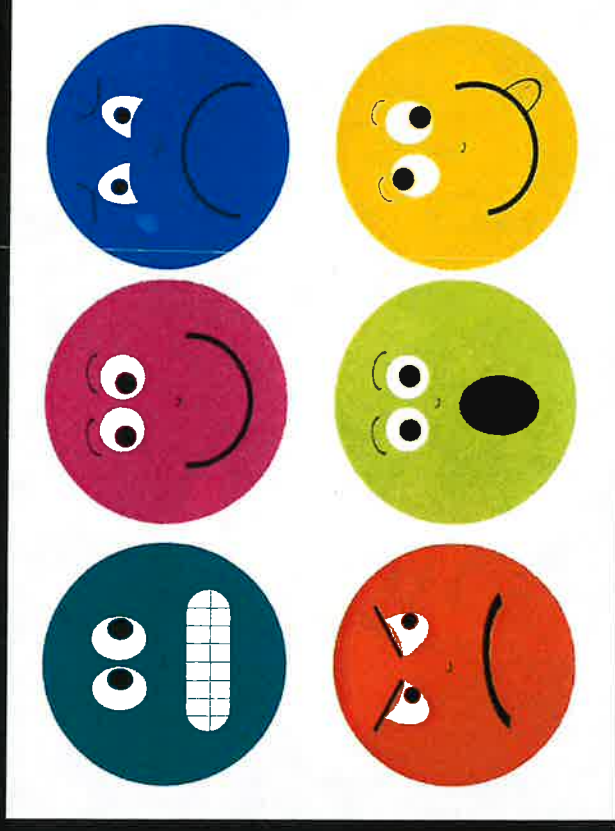
Cycles of Behavior

Self-Talk
Thinking
Personal self-
programming



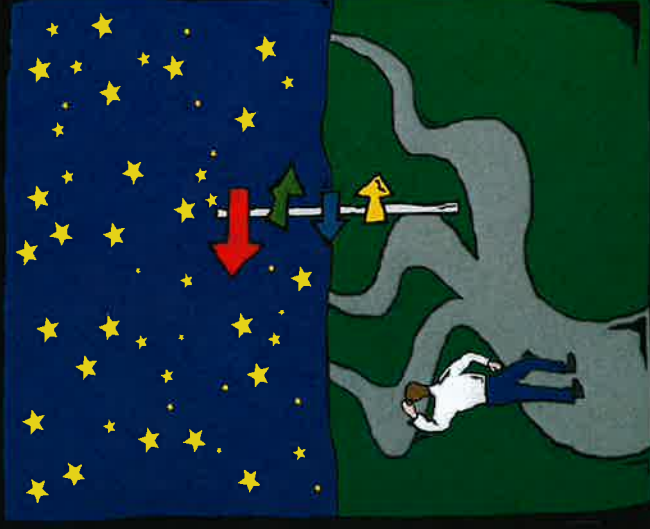
Cycles of Behavior

Emotions
Control
yourself to
prevail



Cycles of Behavior

Performance
Behavior
Choices



Cycles of Behavior

Consequences of Choices



Cycles of Behavior

Self- Talk



Cycles of Behavior

Positive self-talk yields
positive paradigm shifts
Move your expectations
closer to reality
Focus on changing your
thinking and you
change the outcome



Positive Personal Power

- I to We
- Open agendas
- Flexibility
- Consensus
- Majority rules
- Confront negativity
- Retreat to self-assess



Positive Personal Power



○ **Remain
Professional
Under
Pressure**



Positive Personal Power

Be a LEO:
Leave Ego
Out



Positive Governance

- Personal
- Positive
- Professional
- Productive
- Performance



Positive Governance

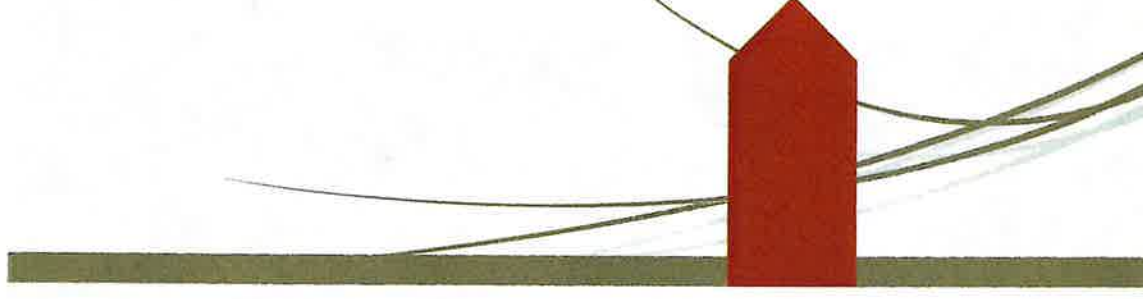
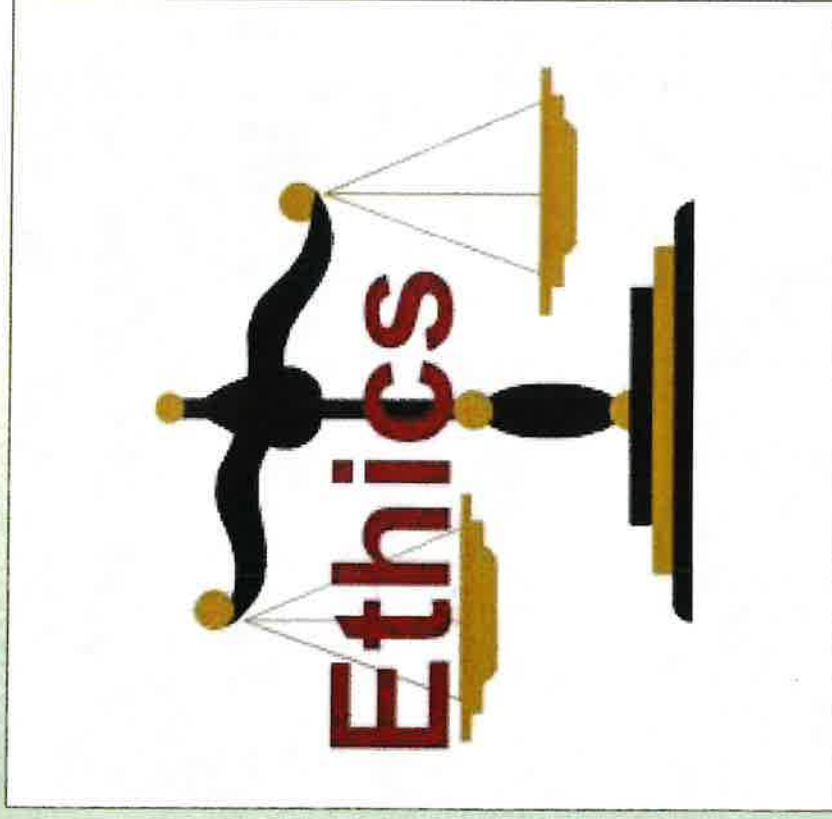
Power is granted by consent of the governed. Positive governance graciously guides the people willing to be lead.



Nevada Ethics in Government Law

NRS 281A

Rules to Live By as
a Nevada Public
Official



Public Policy

Public office is a public trust for the sole benefit of the people

Public officers and employees must avoid conflicts of interest between their private interests and public duties



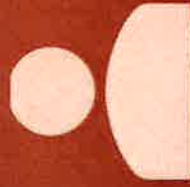
Duty to Inform About Ethics Law



Inform about statutory ethical standards



File an acknowledgment with the Ethics Commission



Inform public employee within 30 days after begins employment

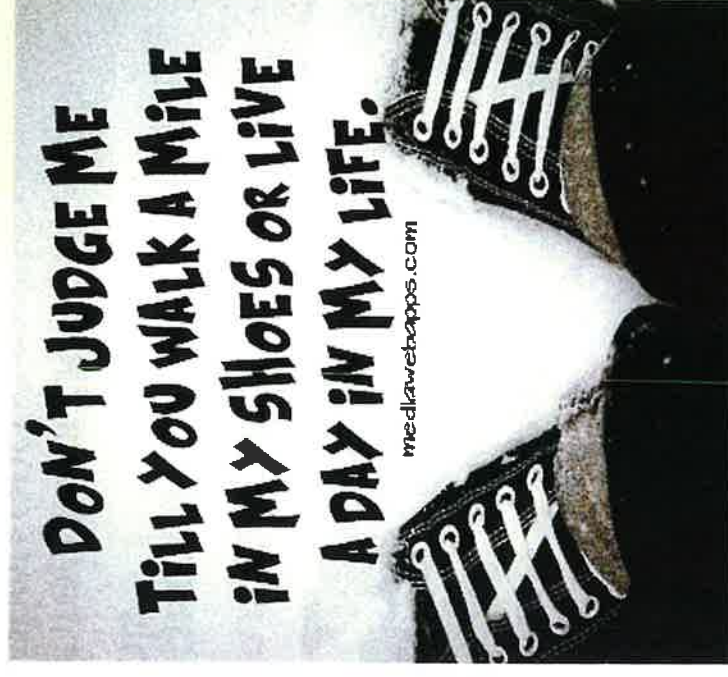
To Whom does the Code of Ethical Standards Apply?

- ➡ Public Officers Elected or Appointed to a position created by
 - ➡ Constitution
 - ➡ State Law
 - ➡ Ordinance
- ➡ And who exercises public power, trust or duty
- ➡ Specifically includes county manager, city manager, superintendent of schools
- ➡ Applies whether employed, appointed or under contract with or without compensation and regardless whether acting, temporary or interim



Who is NOT a Public Officer?

- Judges
- Justices
- Officers of the Court System
- Members of board, commission or other body that is advisory
- Member of board of GID or special district only if duties do not include budget or expenditure approval
- County Health Officer (per NRS 439.290)



Code of Ethical Standards for Public Officer or Employee

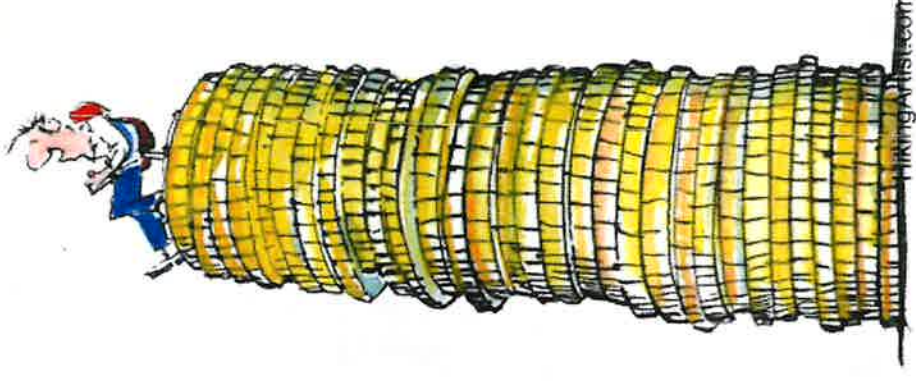
- **Shall not seek or accept** any
- Gift
- Service
- Favor
- Employment
- Engagement
- Emolument or
- Economic opportunity



for self or others to whom there is a commitment in a private capacity that would tend improperly to influence the impartial discharge of public duties

Code of Ethical Standards for Public Officer or Employee

- **Shall not use public position**
to
 - Negotiate for
 - Secure or
 - Grant
- unwarranted privileges, preferences, exemptions or advantages for self or any business entity in which he has a pecuniary interest or a commitment in a private capacity to the interests of that person



Code of Ethical Standards for Public Officer or Employee



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➡ **Shall not accept** any compensation for self or others to whom there is a commitment in a private capacity from any private source for performance of public duties

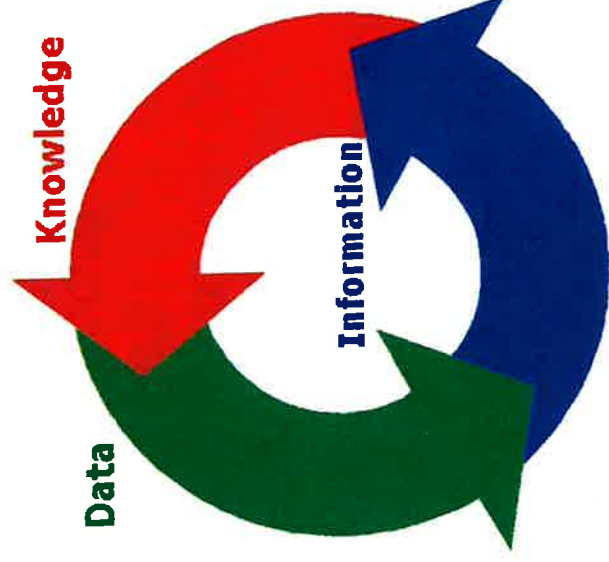
Code of Ethical Standards for Public Officer or Employee



➡ **Shall not bid on or contract with** agency whom he serves as a public officer (except under limited circumstances)

Code of Ethical Standards for Public Officer or Employee

- ➡ Shall not use information not available to public to further his own significant pecuniary interests or the interests of others to whom there is a commitment in a private capacity



Code of Ethical Standards for Public Officer or Employee



- ▶ Shall not suppress any official governmental documents because it might tend to affect unfavorably significant pecuniary interests for self or others to whom there is a commitment in a private capacity

Code of Ethical Standards for Public Officer or Employee

- Shall not use governmental
 - Time
 - Property
 - Equipment or
 - Other facility
- to benefit significant personal or pecuniary interest for self or others to whom there is a commitment in a private capacity except limited use if authorized

