

## BOARD IMPROVEMENT ACTION PLAN 2008

Ref	Action	Target Date	Action By	Completed
1. Taking the lead on strategies and policies				
1.1	Discuss at a future Board meeting making good use of Board Members skills and experiences and ensure their input into debating and shaping the organisation's future strategies for dealing with Derby Homes key strategic challenges in terms of the rule and direction of Derby Homes.		PD	30/1/09
1.2	Seek to use the Chair's status to input into changes arising from the national push towards greater tenant involvement.		DR/PD	30/1/09
1.3	Encourage and ensure there are increased opportunities for Members to attend selected sector conferences.		JM	30/1/09
1.4	Consider whether current Board size impedes the development of a more strategically focused Board.		LW	30/1/09
2. Working as a team and sharing responsibility for decisions				
2.1	Include a structure chart of Boards and Committees in the Board Member induction process, explaining how these work together and where and how decisions are made.	27/02/09	JM	2008
2.2	Set up a 'buddying' arrangement for new Members.		JM	30/1/09
2.3	Explore the use of IT to support Board Members and ensure reports and guidance are available online.		JM	
3. Making Decisions Effectively				
3.1	Managers to review the approach to report writing and seek volunteers from the Board to feedback their views and comments on report.		PD	2008

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4. The Governance Rules the Board has to follow are effective				
4.1	Monitor and reduce the number of reports tabled.			2008
4.2	Consider themed question times at Local Housing Board meetings to encourage greater attendance.			30/1/09
5. Holding the officers to account				
5.1	Hold additional strategic meetings.			2007
5.2	Introduce a summarised key performance indicator report to the Board (currently being developed).			2008
5.3	Increase the profile and public awareness of the role of the Board.			Ongoing
6. Overseeing the Budget and Finances				
6.1	Review the financial skills and knowledge of the Board and Audit Committee.			Ongoing
6.2	Ensure all Members attend finance training.			Ongoing
7. Succession Planning				
7.1	Actively consider the future skills and capacity requirements of the Board and a succession plan for the role of the Chair.	Future meeting		
7.2	Consider how best to grow talent inhouse.			
7.3	Approach the NFA to see if it could play more of a role in the mentoring of chairs or aspiring chairs.			

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<b>8. Ambassadorial role</b>				
8.1	Use Board Member involvement in housing focus groups as an opportunity to raise their profile.			2008
8.2	Board Members to provide proactive support to the Executive in developing relationships with HFGs, the Council and the public.			Ongoing

<b>Continuous Learning and Development</b>				
9.1	Keep more abreast of trends and issues, local and national housing strategies by working more closely with RSLs and Round 1 ALMOs.			Ongoing
9.2	Sharing existing Board Members skills and experience through mentoring and training.			Ongoing
9.3	Set up a Board Members blog.	27/02/09		

<b>Actions arising from individual board members' appraisals</b>				
10.1	Review the content of repeat training to ensure that levels are advanced and material updated appropriate to the needs of more experienced Board Members.			2008
10.2	Revisit and refine the list of key skills and knowledge we wish to see represented on the Board in light of future plans and aspirations. Provide some additional guidance to assist Members with their self assessment.	2009		
10.3	Ensure greater targeting of Members' skills and experience to the needs of specific Committees.	27/02/09		