BUILDING THE PERFECT BOARD
A GAP-IDENTIFICATION GRID

Use this grid to identify critical leadership gaps on your board. Begin by listing down the vertical axis those characteristics you would like represented on your board – characteristics that would give you the diversity to accomplish all your dreams. You need to determine those characteristics that would best strengthen <u>your</u> board. You can weight these characteristics, perhaps using an asterisk for the basic requirements, a plus sign for the added bonus and a minus sign for a real negative. On the horizontal access, list each of your current board members. Put a check mark where a match currently exists. The empty boxes will plainly show the characteristics you should be targeting in potential board members. This will help you identify people more easily because your search will be limited.

WEIGHT	CHARACTERISTICS	CURRENT DIRECTORS						POTENTIAL DIRECTORS					

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PO Box 630745 Miami, Florida 33163 888-458-4351 954-989-3442 (fax)
www.CoreStrategies4Nonprofits.com