Repositioning ASSP for Success

Governance Proposal 2021
What Is ASSP Governance?

- The systems and structures that dictate how we operate.
- Helps us set strategy, address risks, make decisions and deliver value to members.
- We must ensure these components are always serving ASSP.
- In 2014, members approved a governance change that focused on delivering top member value with an intent to revisit governance to keep operations and culture strong.
Why Reposition ASSP: An Overview

- Less than 5 percent of associations operate under our form of governance with a House of Delegates, which impedes decision-making and exposes ASSP to legal and financial risks under non-profit law.

- Modernizing governance by having member-elected Board of Directors lead ASSP would create an agility and accountability to meet present challenges.

- Change would create year-round opportunities for member voice to inform and influence Society decisions, giving chapters and other member communities a larger role if desired.

- It’s the path ASSP must follow to stay competitive and remain valuable to members. Without this evolution, our future is put at considerable risk.
Governance Task Force

- Committed to the Society’s greater good, a 12-member task force involving many different ASSP groups studied the issue over several months and confirmed the need for change.

- After considering many options, the task force recommended ASSP evolve governance to create an inclusive member engagement opportunity to bring forward member voice and build a more versatile infrastructure.
Proposed Governance Change

- Align with best management practices of today’s nonprofit associations by empowering Board of Directors to fully govern the Society.
- Transition the House of Delegates to a more inclusive and agile at-large advisory group.
At-Large Advisory Group

- What will it look like?
- How will it operate?
- Who will be included?
Advisory Group Membership

- Current delegates transition
  - Representation from current communities at current representation levels
  - Communities can utilize current process to support transition
- Members in Good Standing (at-large)
  - Utilize ASSP Leadership Connection

Outcome: Inform strategy, deliver value, address risk and secure the future of our Society while advancing the OSH profession.
Year-Round Engagement Activities

Virtual meetings

Annual plan of work

• Micro-engagement
• Quick response survey
• Focus groups
• Onboarding / Leadership training

Activities under ASSP’s New Business Planning Process.

• Member input, ideas and concerns

Support member communication
Year 1 and 2 Plan of Work (Draft)

1. Select the Oversight Committee (ASSP blind selection)
2. Society Operating Guide
3. Inform Advisory Committee composition
4. Inform ASSP’s next strategic plan
5. Inform member value and membership packaging
An Example: Putting Into Practice

Example: Deepening members value packages

Collect research – Advisory group and market research

Develop models – Advisory group to inform and test

Market testing – Advisory group focus group, consumer feedback and practices

Adjust product and implementation based on member feedback and performance
### Oversight Committee

#### 7-9 Advisory Group Members

- Blind selection by sub-set of Advisory Group members via Leadership Connection
- Three-year term of service (staggered terms year 1 & 2)
- Coordinate and facilitate Advisory Group meetings
- Track outcomes and hold Advisory Group accountable for deliverables
- Produce KPI report (June/December)
Lessons Learned: DEI Task Force

OPEN CALL TO ALL INTERESTED MEMBERS VIA LEADERSHIP CONNECTION

MEMBER RESPONDED TO QUESTIONS SUPPORTING IDENTIFIED COMPETENCIES

BLIND RATING PROCESS WITH A SCORING RUBRIC

CALIBRATION EXERCISE BALANCING STAKEHOLDER REPRESENTATION

FINAL SLATE WAS PRESENTED TO THE BOARD OF DIRECTORS FOR APPROVAL
Elevating Member Voice

- Year-round opportunities for member voice to inform and influence Society decisions, including micro-engagements.

- Involvement will be considered at-large to create a wider, more inclusive path for engagement and contribution, even though members may still put forward local issues.

- Members retain voting authority on key Society issues.
What We Gain From Change

- Voice of membership more easily heard with increased opportunities to engage.

- Greater diversity of thought improves Society’s decisions on range of issues.

- Best practices ensures Board is driven by credible data, market research and year-round counsel from at-large advisory group and other engaged members.

- ASSP’s checks and balances grow stronger when Board’s authority aligns with legal requirements. Board currently has fiduciary responsibility by law but does not have full control over where funds are invested.

- Society gains ability to swiftly act on market opportunities, implementing programs and solutions much faster than today’s process.
We Are Listening

Timing

Process,

Member Voice

Board Accountability
Inform Your Vote

- Participate in surveys and polls that will be executed to deepen delegate feedback on the proposal.
- Send questions to [governance@assp.org](mailto:governance@assp.org).
- Look for information on the House of Delegates meeting in early 2022 later this year.