

Is the role of a CEO in a non-profit organisation that of governance or management?

### **Role of a CEO**

- In a non-profit organisation generally the CEO is the chief of staff.
- Ideally the CEO should not be a board member. He/ she might be invited at all board meetings and participate in the deliberation without the right to vote.
- A CEO should not be a voting member of the board.

### **CEO Qualification**

- An inspirational and ethical leader
- Passionate and energetic
- Entrepreneurial and optimistic
- Accountable and service oriented
- Management experience
- Working knowledge of legal , fiscal and regulatory issues
- Experience
- Ability to take risk
- Humility and respect and an understanding of small non profits
- Problem solving skills
- Ownership
- Team Management Skills
- Communication Skills
- Negotiation Skills
- Ability to be patient and diplomatic

### **This is the governance pyramid.**

At the top we have the Governing board. It works in an honouree capacity. Board members do not get any remuneration. The policies, the strategies are made by the board.

Then comes the CEO. He is the head of staff. This is a paid capacity. The board hires and fires the CEO. In an ideal situation the CEO hires and fires the staff not the board. In India you would find the board hiring the driver and the peon. In the US and UK the board does not hire the driver and peon