

Issues & Solutions

Issue

One of Officers is making decisions on behalf of everyone without discussing with board.

Possible Solutions

Approach him, be blunt (maybe hurt feelings)--don't want to alienate him.

Write a note or e-mail

Have one person be the point of contact instead of the entire board.

Impeach?

Group environment may be better...

Issue

Cliques (exclusive)--everyone else feels left out. That can scare away people. Might make people not want to be a part of the group. Are not open to ideas of other cliques.

Possible Solutions

No sure fire way to stop cliques. Have a mediator to bridge the gap.

Usually form because those people have something in common--possibly solution: split them up into different groups...develop a common ground between others.

Issue

So what if the board itself is a clique?

Possible Solutions

If run by majority is Viet-Americans, bring on people with different perspectives (international Vietnamese).

Pick an e-board member to go hang out with another member--develop a relationship.

Issue

Relationships within board--it can affect other board members. Others feel uncomfortable. Separation can cause conflict = Drama.

Possible Solutions

Gather everyone, touch base on the situation, discuss it openly.

Maybe lost one person or other--make sure everyone else is okay.

Issue

E-Board members not contributing their share of work

Possible Solutions

Communication is key--make sure everyone knows what they're supposed to be doing.

Have or enforce consequences (constitution).

Have reminders through e-mails.

Spread out work load, have motivation behind it--increase self-confidence and self-esteem. Appreciate the work that is done. Give them a little push.

Personal contact--phone calls.

Issue

Flags (Heritage flags vs...) Brings up a lot of drama.

Possible Solutions

No flags at all - you might alienate one of two groups.

Issue

Lack of specifics or goals -- so focused on personal goals, forget about Phil. project.

Possible Solutions

Find out what your people want so you can redefine you goals. Create a budget...include Phil. project.