

| <b>What Board and Management Expect of Each Other</b>   |  |
|---|--|
| Look beyond your area to overall best interests of CISV   |  |
| Listen open-mindedly and constructively engage with board/management & committees on our thoughts and recommendations |  |
| Help promote a culture of responsibility and accountability   |  |
| Be present, engaged, and committed  |  |
| Respond in a timely manner  |  |
| Take ownership of your area and responsibilities  |  |
| Respect for professional advice   |  |
| Be honest and understanding about workload, feasibility, and problems   |  |
| Be a role model   |  |
| Work together as a Leadership Team  |  |
| Support each other visibly  |  |
| Remember our constituents / communicate with principal stakeholders   |  |
| Champion decisions and actions  |  |
| Be open to pushback   |  |
| <b>What else the Board expects of management</b>  | <b>What else Management expects of the board</b> |
| Share technical, historical, professional support & expertise   | Provide clear direction                          |
| Prepare well-researched and thought-through proposals   |  |
| Help make things smooth & take care of operational matters  |  |
| Invest in your own training   |  |

| <b>What the Trustees expect of each other</b>                                |
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| See beyond one area or self-interests to overall best interests of CISV      |
| Respect our time – be prepared for meetings and fulfill your commitments     |
| Respect our professional backgrounds / bring professional background to CISV |
| Support or challenge, but do so respectfully and in a fair way               |
| Stay connected to our grassroots   |