



## IABC Leader Townhall Pre-read

7 and 8 May 2024

The purpose of the IABC Stronger Together Organizational Design Taskforce 2.0 is to continue the work of the Taskforce 1.0 by developing specific implementation recommendations in the areas of governance, finance and change communications to deliver an operating model that is designed for today, designed for growth, designed for speed, and designed to enhance the member experience.

The upcoming Leader Townhall sessions will provide an update on the work of Taskforce 2.0. As an IABC leader, you are the driving force of IABC. Your participation and collaboration during this time of change is critical, and we thank you for your time and contribution.

IABC Leader Townhalls will be held in three sessions to meet the needs of our global community. Please join the time that works best for your schedule. All times below are in Central Time.

- Tuesday 7 May at 8:00 pm Central Standard Time
- Wednesday 8 May at 8:00 am Central Standard Time
- Wednesday 8 May at 12:00 pm Central Standard Time

Prior to the session, please read the overview below. **We are collecting questions in advance of the meeting using [this Form](#).**

### Stronger Together Organizational Design Taskforce 1.0

In 2021, IABC released the multi-year strategic plan, [Stronger Together Strategy 2022-25](#), which emphasizes the collective power of our community in responding to the changes affecting our world and our profession. In developing the strategic plan, the IABC's International Executive Board (IEB) recognized that our decades-old organizational structure, which served us well as an association of 16,000 members and 100+ chapters, is now too complex for our 6,000 members in 43 chapters. The IEB acknowledged that the association must evolve and adapt if it is to meet the current and future needs of members and volunteers.

In 2022, the IEB set up a Stronger Together Organizational Design Taskforce 1.0 to help the executive leaders and staff consider how we can best organize ourselves structurally and operationally to thrive in the future and deliver on that strategy. The goals of the Organizational Design for IABC are:

- To lead to a consistent member experience around the world.
- To provide a stable operational base for growth, to manage costs and risk.
- To support agility, relevance and responsiveness in a rapidly changing world (e.g., technology, ways of working).

In June 2023, the organization voted on the Taskforce 1.0 recommendations and ratified bylaw changes (effective 2024/2025 board year). A summary of these changes follows:

Changes to the **International Executive Board**, effective from the 2024 – 2025 board year onward:

- *Nominations*: IEB officers and directors-at-large selected through an open call process by the International Nominating Committee.

#### *Composition*

- Four IEB officers serve their respective terms
  - Chair: 1-year term (automatic succession to Past Chair)

- Past Chair: 1-year term
- Vice Chair: 1-year term (automatic succession to Chair)
- Secretary/Treasurer: 2-year term
- Region Past Chairs serve a one-year term
- Two directors-at-large serve three-year staggered terms

Changes to the **Region Board**, effective from the 2024 – 2025 board year onward:

- *Nominations*: Region Vice Chairs selected through an open call process by the International Nominating Committee.

Changes to the international **Finance Committee** composition, effective from the 2024 – 2025 board year onward:

- IEB Treasurer serves a two-year term and chairs the committee
- IABC Chair and Vice Chair serve one-year terms
- Region Treasurers/Directors of Finance serve a one-year term

## Stronger Together Organizational Design Taskforce 2.0

As previously mentioned, the purpose of the IABC Stronger Together Organizational Design Taskforce 2.0 is to continue the work of the Taskforce 1.0 by developing specific implementation recommendations in the areas of governance, finance and change communications to deliver an operating model that is designed for today, designed for growth, designed for speed and designed to enhance the member experience.

The Taskforce 2.0 steering committee established three workstreams with volunteers spanning all geographic regions and large, medium and small chapters.

### Governance

The Taskforce is further honing the new governance model by:

- Developing specific recommendations for future governance of IABC.
- Proposing specific changes for implementation to the International Executive Board (IEB).
- Informing changes to the bylaws and corresponding policies and procedures, including reviewing governance between Regions and Chapters.
- *Initially scoped to include review of the current voting model used for association matters but has been deferred.*

### Finance

The Taskforce is developing next steps for a networked financial model that complements and works in tandem with the governance changes. This includes conducting a financial review to determine overlap of revenue and expense programs across all levels, understanding the financial landscape across IABC, and working with Regions and Chapters to co-create a viable finance operating model that is fit for purpose.

### Change Communication

The Change Communication workstream developed the strategy and tactical plan for leveraging a variety of channels in communicating change to leaders and members. This includes collaborating with Region and Chapter leaders to understand and address concerns about short and long-term impact of proposed changes. Several listening sessions have been held to elicit feedback on the recommendations from across the organization, helping to inform and finalize the implementation recommendations.

## Townhall Session

In the townhall sessions we will:

- Highlight and provide examples of the governance model
- Define and explore the new and familiar entities and their relationships
- Gain IABC leader feedback and ideas on how we should roll out to members
- What resources (tool kit) are needed to support implementation

Please help us answer all the questions by submitting them in advance using [this Form](#).

We look forward to seeing you at the townhall sessions.