



# The House of Governance™

*Where alignment creates momentum*

## Domain 1:

**Governance Purpose & Strategic Focus** — The extent to which the board understands and consistently fulfills its governance role by focusing on mission, strategy, and long-term impact rather than operational detail.

## Domain 2:

**Roles, Authority & Decision Rights** — Clarity and alignment around the roles, responsibilities, and authority of the board, officers, committees, and executive leadership.

## Domain 3:

**Governance Structure & Committee Design** — How the board, officers, committees, and leadership roles are designed, aligned and resourced to support effective governance and decision-making.

## Domain 4:

**Policy Framework & Governance Discipline** — The extent to which bylaws, policies, and procedures provide clear guidance and are consistently followed to support transparency, accountability, and continuity.

## Domain 5:

**Board-CEO Partnership** — The quality, clarity, and effectiveness of the partnership between the board and chief executive, including trust, communication, accountability, and mutual respect.

## Domain 6:

**Culture, Candor & Accountability** — The norms, behaviors, and expectations that shape how leaders engage, disagree, make decisions, and hold one another accountable.

## Domain 7:

**Leadership Continuity & Governance Maturity** — The systems and practices that support leadership transitions, institutional memory and continuous improvement of governance over time.

Tying It Together  CONSULTING

*Strategic Planning • Governance • Membership*

Jim Thompson, CAE, IOM • 919-417-4217 • jim@tyingittogether.com • www.tyingittogether.com

# Fix the Friction in Your Governance System Before It Slows Everything Else Down

## The Problem

Most governance challenges aren't obvious.

Boards stay busy. Meetings happen. Decisions get made.

But underneath, friction builds:

- Roles are unclear
- Decisions get revisited
- Strategy stalls
- Board and staff drift out of alignment

Over time, this slows execution and creates frustration across the organization.

## The System

**The House of Governance™** — A simple, powerful framework that examines governance across seven critical “rooms,” including strategic focus, decision rights, structure, policy discipline, partnership, culture and continuity.

Your organization doesn't have one governance issue. It has a system. This model shows where it's working and where it's breaking down.



## How It Works

### 1. Front Door Assessment

A quick governance inspection that identifies early signs of friction and misalignment.

### 2. Whole-House Diagnostic

Role-specific assessments (board, CEO, staff, stakeholders) reveal:

- Where issues exist
- Why they're happening
- Where perspectives don't align
- Outputs include heatmaps, gap analysis and a clear set of priorities.

### 3. Renovation & Implementation

We work alongside you to:

- Clarify roles and decision rights
- Strengthen board-executive partnership
- Redesign structures and processes
- Build sustainable governance practices

## What Makes It Different

- Diagnoses how governance actually functions, not how it's supposed to
- Surfaces hidden perception gaps across leadership roles
- Moves beyond recommendations to practical implementation

## Outcome

A governance system that creates clarity, alignment, and forward momentum, rather than friction.

## Call to Action

Start with a House of Governance™ Front Door Assessment.



**Jim Thompson, CAE, IOM**

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[jim@tyingittogether.com](mailto:jim@tyingittogether.com) • [www.tyingittogether.com](http://www.tyingittogether.com)