NIGP 2.0
Implementing a Governance Model to Address the Dynamic Global Marketplace

Exploring NIGP 2.0

WHY the change?
WHAT are the intended outcomes?
WHO was involved in the 2.0 development?
WHAT is the new NIGP 2.0 structure?
WHEN will 2.0 be implemented?
HOW will existing structures be impacted?
HOW can I be involved?

Why the Change?
Five Radical Changes for Associations to Remain Relevant

1. Overhaul the Governance Model and Committee Operations (and get the right people focused on the right things)
2. Empower and leverage staff expertise
3. Define the Member Market
4. Focus On Services With Maximum Effect
5. Support Technology Framework
Why the Change?

1. Limited Ability for Members to Serve on the Board
   ✓ Opportunity Based on Geography Rather than Capability & Talent
   ✓ Board Seats Occupied by Incumbents for 6-8 Years
2. Limited Interest by Members
   ✓ Online Elections Drawing 20% Turnout
4. Stakeholder Perspective Non-Existent
   ✓ No Ability to Tap Expertise through External SMEs
   ✓ No Diversity of Thought and Experience

The Strategic Plan Initiative: Fall 2012

Develop the optimal governance model for the Institute as a non-profit professional association in order to ensure that NIGP is structured to address the dynamic global marketplace.

What: Intended Outcomes

1. Right leaders in the right positions
2. Strategic focus on driving the profession and Institute
3. Member empowerment, influence, engagement
4. Thought leadership and diversity of perspectives
5. Stakeholder expertise and engagement
6. Leadership development and succession planning
Who Was Involved?

NIGP Board
Set Strategic Direction for the Initiative; Adopted Revisions

NIGP 2.0 Implementation Team
Developed Options and Recommendations Based on Diversity of Perspectives...
Modeled and Tested the Value of Thought Leadership

NIGP Members
Provided Awareness through Press Releases, FAQs, and Nsite Community for Feedback

Who Was Involved in the Process?

Mar 2013: Board Sets Strategic Plan
May 2013: Board Discusses Options
Jun 2013: Board Appoints Task Force
Jul 2013: Task Force Proposes Devolved Governance w/ 4 Bodies
Nov 2013: Board Agrees to New Structure
Nov 2013: Membership Notified of Changes; FAQs Developed
May 2014: Board Adopts Bylaws to Align with 2.0
Jun 2014: Board Adopts Policies to Align with 2.0

Who: The NIGP 2.0 Implementation Team

- Marcheta Gillespie, Chair (Board perspective)
- Bobbi Matthews (Board perspective)
- Kim Dooling (Governance Committee perspective)
- Debbie Kaminski (Chapter Relations Committee perspective)
- Cliff McCue (academia perspective)
- Paul Murphy (business perspective)
- Gard Sears (International perspective)
- Kathryn Kretschmer-Weyland (elected official perspective)
What is the New 2.0 Structure?

- Why and What
  - Purpose, Outcomes and Roles
- Who
  - Organizational Structure
  - Roles
  - Eligibility: Knowledge, Skills, Abilities
  - Composition Based on Diversity of Skills & Eligibility
  - Selection Process
  - Leadership
  - Service Terms

Why and What: Current/Revised Board Roles

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Why and What: Current/Revised Board Roles

Retention
- Board Retains 25 Roles

Delegation
- Board Transfers 42 Roles

Right Leaders/Right Positions
Strategic Focus: Drive Profession/NIGP
Thought Leadership
Diversity of Perspectives
Stakeholder Expertise/Engagement

Why and What: The Governance Structure

Execution and Operations
- Direction, Resources, Oversight

Governing Board
- Talent Council
- Member Council
- Finance Council

Committees and Task Forces

Why and What: Shared Governance

Board
- Strategy
- Fiduciary
- Legal

Talent
- Leadership
- Recruitment
- Sustainability

Finance
- Budget
- Controls
- Investment/Risk

Member
- Programs
- Affiliates
- Ethics & Norms
Governing Board

Roles

Vision, Mission, Purpose
Goals & Objectives
Strategic Planning
CEO Selection & Performance
Policy
Budget Philosophy & Adoption
Ratification of Position Papers
Joint Ventures
Appeals Process for Member/Chapter Revocation
Talent Council & Finance Council Appointment

Eligibility

All Candidates
Bachelor’s Degree; Masters/Advanced Degree Preferred

Public Procurement Professionals
Member of NIGP
Employed in Public Sector with Direct/Indirect Procurement Responsibilities
CPPD or CPPB Certified
Minimum 3 Years Experience as Volunteer on a Procurement-Related Board
(Experience within NIGP or Affiliates Preferred)

Thought Leaders
Minimum 3 Years Experience as Volunteer on a Board of Directors
Expertise in Area of Focus Defined in the Strategic Plan
Expertise in Business Development and Market Share
Certifies That Individual or Company Will Not Gain from Board Decisions
Governing Board

Eligibility

- Other Knowledge
  - NIGP's vision, mission, purpose
  - Governance Roles and Responsibility of Non-Profit Boards / Councils
  - Strategic Planning Process and Corporate Strategic Plan
  - Financial Management and Budget Development
  - Opportunities and Challenges Facing Public Procurement Profession

Governing Board

Prohibitions

- No Independent Contractors of NIGP May Apply/Serve
- No Talent Council Members May Apply/Serve
  (Talent Council Member Must Resign by July 1st Prior to Submitting Application)

Governing Board

Composition

- 9 Voting Members
  - 4 Public Procurement Practitioners
  - 2 Ex-Officio Members (Chairs of Finance Council, Member Council)
  - 3 Thought Leaders
- 2 Non-Voting Advisors
  - Chief Executive
  - Chair of the Talent Council
Governing Board
Selection and Leadership

Self-Appointed
Based upon Eligibility Requirements
Limited to Recommendations by the Talent Council

Chair Elect and Chair
Elected by the Governing Board for a Two-Year, Non-Renewable Term
Chair Must be a Public Procurement Practitioner and a CPPO

Terms
Three-Year Term; Renewable Once
(Thought Leaders are Renewable Only if they Align with the Current Strategic Plan)

Finance Council
Roles
- Financial and Investment Goals
- Financial Operations
- Fees and Assessments
- Bonding
- Risk Assessment
- Non-Budgeted Funds
- Emergency Funds Transfer
- Auditor and Investment Counselor Selection
- Audit Approval

All Issues Related to Committee Structure Within Purview:
Audit, Investments

Finance Council
Eligibility

All Candidates
Bachelor’s Degree
(Finance Related Field Preferred)
Minimum 3 Years Experience in Financial / Budget Planning for a Public Sector
or Non Profit Organization with Annual Revenues of at least $4 Million

Public Procurement Professionals
Member of NIGP
Employed in Public Sector with Direct/Indirect Procurement Responsibilities
CPPO or CPPB Certified
Finance Council

Eligibility

Thought Leaders
Skills in Investment Strategies and Financial Performance Monitoring
Skills in Risk Assessment
Skills in Determining Profit/Loss Ratios

Other Knowledge
Financial Management Principles
Accrual Accounting Principles (preferred)
Selection of Audit and Investment Services

Prohibitions

No Independent Contractors of NIGP May Apply/Serve
Finance Council

Composition

11 Members
- Combination of Public Procurement and 3 to 5 Thought Leaders With Expertise in Financial Management
- Public Procurement Officials Hold the majority of the seats

Finance Council

Selection and Leadership

Selection
Appointed by the Governing Board based on Eligibility Criteria and Recommendation by the Talent Council

Chair
Appointed by the Governing Board
Serves as the Institute’s Treasurer
Serves as a Voting Member and Officer of the Governing Board
Two-Year Term; Renewable Without Limits

Terms
Three-Year Term; Renewable Once

Member Council

Roles

All Issues Related to Member Governance: Eligibility & Conditions
All Issues Related to Chapter Governance:
Charters, Reinstatements, Chapter Relationships
Member/Chapter Revocations (Subject to Appeal to the GB)
Position Papers
Resolutions (Subject to Ratification by the GB)
Ethics & Professional Conduct
Honors and Awards

All Issues Related to Committee Structure Within Purview:
Legislative, Chapter Relations, Awards, Membership
Member Council

Eligibility

All Candidates
Associates Degree (Bachelor’s Degree Preferred)
Member of NIGP
Employed in Public Sector with Direct/Indirect Procurement Responsibilities
CPPO or CPPB Certified
Minimum 3 Years Experience as Volunteer within the Leadership of a Professional Procurement Society (Institute or Chapter Experience Preferred)

Member Council

Eligibility

Other Knowledge
NIGP’s Vision, Mission, Purpose
Opportunities and Challenges Facing the Public Procurement Profession
Governance Roles and Fiduciary Responsibilities
Legal Framework of NIGP or Chapter Affiliates (preferred)
Public Procurement Ethical Behavior and Professional Norms
Non-Profit Member Recruitment and Benefit Programs
Organizational Recognition / Awards Programs

Member Council

Composition

11 Members
All Public Procurement Practitioners
At Least One Seat Reserved for a Young Professional
(Under the Age of 35 as of the First Day of Balloting)
Member Council
Selection and Leadership

Election
Placed on a Competitive Slate by the Talent Council Based on Eligibility Requirements and Assessment
Elected by the Membership At-Large Based on Plurality Vote

Chair
Elected by the Member Council Members for a two-year, non-renewable term
Chair Serves as a Voting Member of the Governing Board

Term
Three-Year Term, Renewable Once

Talent Council
Roles

Eligibility Criteria for all Appointments and Elections
Elections of Member Council via Slate
Appointment Recommendations to the Governing Board and the Finance Council
Auxiliary Board Representative Appointments
Leadership Development and Training
Succession Planning

Talent Council
Eligibility

All Candidates
Bachelor’s Degree (HR, Organizational Development, Related Field Preferred)
Minimum 3 Years Serving as a Volunteer for Leadership Development (Includes Recruitment, Assessment, Training, Succession Planning)

Public Procurement Professionals
Member of NIGP
Employed in Public Sector with Direct/Indirect Procurement Responsibilities
CPPO or CPPB Certified
Talent Council

Eligibility

Other Knowledge
Organizational Strategies for Recruiting Volunteers into Leadership Positions
Organizational Leadership Training
Organizational Succession Planning
Vision, Mission, Purpose of a Non-Profit
Framework of Non-Profit Boards, Councils, Committee (preferred)
Governance Roles and Fiduciary Responsibilities

Talent Council

Composition

11 Members

9 Regular Members
- Mix of Public Procurement and Thought Leaders with Expertise in Volunteer Recruitment and Development
- Public Procurement Members hold the Majority of the Seats
- 2 Members (minimum) Who are Former Governing Board/NIGP Board Members.

Talent Council

Selection and Leadership

Selection
Appointed by the Governing Board Based on Eligibility Criteria and Recommendations by the Talent Council

Chair
Elected by the Talent Council Members for a two-year, non-renewable term
Chair Must Be a Public Procurement Practitioner

Terms
Three Year Term; Renewable Once
(Former Board Members Limited to a Non-Renewable Two Year Term)
Chief Executive

Roles

Control over Affairs
Rules of Conduct for Business
Program Priorities
Staff Compensation Philosophy

All Issues Related to Committee Structure Within Purview:
Business Development, Board Policy, Forum,
Knowledge Management

2.0 Synopsis

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Questions and Comments
When Will 2.0 Be Implemented?

• Fully Operational on July 1, 2015
  ➢ Current NIGP Board Fulfills Governing Board Responsibilities Outlined in the New NIGP Bylaws and Policies through June 30, 2015; then disbanded
  ➢ New NIGP Governing Board is Established July 1, 2015
  ➢ New Member Council and Finance Council is Established July 1, 2015
• Talent Council Convened July 2014 to Begin Recruitment Effort

When Will 2.0 Be Implemented?

• Regional representation on the NIGP Board is eliminated effective July 2014 and all remaining Board members serve in an At-Large capacity.

When Will 2.0 Be Implemented?

• Current Board is Re-Aligned To New Structure Effective July 2015 (Except Talent Council Members Who Begin Dual Service in July 2014)
  ➢ Governing Board: Jack Adger, Mike Bevis, Keith Glatz, George Nader
  ➢ Finance Council: Ron Blendermann
  ➢ Member Council: Lisa Buitenhuis, Joan Graham, Bill Lindsey, Nelson Park
  ➢ Talent Council: Keith Ashby, Mike Clawson, Chuck Smith
When Will 2.0 Be Implemented?
Between Now to June 2015

- Aug 2014 – Talent Council initiates recruitment effort for remaining vacancies on the Member and Finance Councils
- Oct 2014 – Finance Council Applications Due
- Nov 2014 – Member Council Applications Due

- Jan 2015 – Finance Council Members Selected (by Governing Board) and Encouraged to Participate in FY16 Budget Hearings in April 2015
- Jan 2015 – Talent Council Announces Slate for Member Council

- Mar 2015 – Member Council Elections Conducted
- Mar 2015 – Committee Applications Due for Next Cycle
- Apr 2015 – Ambassador Applications Due
- May 2015 - Board adopts FY16 Budget to include Financial Support for 2.0 Implementation (funding for travel); wraps up its affairs
How Will Existing Structures Be Impacted?

✓ Prior Governance Committee Disbanded June 30, 2014 (Replaced by Talent Council)
✓ Current Board of Directors Disbanded June 30, 2015 (Replaced by Governing Board)
✓ Current Membership Committee Disbanded June 30, 2015 (Replaced by Member Council)
✓ Current Finance Committee Disbanded June 30, 2015 (Replaced by the Finance Council)

How Will Existing Structures Be Impacted?

✓ Committees/Task Forces Assigned to the Member Council:
  ✓ Awards
  ✓ Chapter Ambassadors (New Opportunity)
  ✓ Diversity
  ✓ Legislative and Position
  ✓ Scholarships

How Will Existing Structures Be Impacted?

✓ Committees/Task Forces Assigned to the Finance Council:
  ✓ Audit
  ✓ Committees/Task Forces Assigned to the CEO and Staff
    ✓ Board Policy
    ✓ Forum
    ✓ Knowledge Management
How Will Existing Structures Be Impacted?

Chapter Ambassador Program
Launching Summer 2015

Program Components
- 9 Geographic Areas Encompassing Canada and the United States
- 2 Ambassadors Per Geographic Area – Total 18
- Each Ambassador Conducts 3 to 5 Chapter Visits Per Year (Travel Costs Covered by NIGP)

How Will Existing Structures Be Impacted?

Chapter Ambassador Program
Launching Summer 2015

Program Components
- Delivers Consistent Message on NIGP Activities (Presentation Developed by NIGP)
- Serves as Liaison Between Chapters and Staff and Reports Issues
- Ensures Compliance with all Chapter Requirements
- Encourages Participation in Chapter Awards Program

How Will Existing Structures Be Impacted?

Chapter Ambassador Program

Eligibility Requirements
- NIGP Member
- Current or Past Chapter Leader (Officer, Committee, Contributor)
- Exceptional Public Speaking & Interpersonal Skills
- Willingness to Travel

Ambassadors May Also Serve on NIGP Committees
How Will Existing Structures Be Impacted?

Chapter Ambassador Program

Position Requisites
- Participates in Training Conducted by Staff (*2015 Forum*)
- Participates in Annual Leadership Development Symposium
- Participates in Chapter Leader Conference Calls (*Quarterly*)
- Remains Current on NIGP Member Benefits
- Submits Feedback Form After Every Visit

How Will Existing Structures Be Impacted?

Chapter Ambassador Program

Selection
- Application Submitted to Talent Council
- Evaluation Conducted by Talent Council (*Video Conference*)
- Talent Council Recommends Appointments to the Member Council
- Member Council Makes Final Selection

Term
- Three-Year Term; Non-Renewable

Questions and Comments
How Can I Get Involved?

1. Understand Your Options to Serve:

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<th>Opportunity</th>
<th>Total Positions</th>
<th>Filled</th>
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* Committee Vacancies Occur Periodically

* New Task Forces Can Be Initiated At Time

How Can I Get Involved?

2. Become familiar with roles and eligibility requirements of each council and the ambassador program *(You can serve on only one board, council, or committee at a time; but you can be both an ambassador & a committee member)*

3. Consider where you would benefit from a meaningful experience that gives you the opportunity to expand your talents, skills, and passions

4. Speak with a member of the talent council or board to clarify opportunities *(NIGP Pavilion at the Products Expo)*

How Can I Get Involved?

5. Communicate your interest to the NIGP board, the talent council, and/or staff

6. Complete the application that aligns with your interest *(Available on the NIGP Website)*

7. Provide feedback regarding 2.0 to NIGP via the Nsite Feedback Community
... And Why SHOULD I Get Involved?

Skill Development
Engagement on Issues that Matter to the Profession
Relevancy of Volunteerism based on Your Passions
Value of Leadership Development & Continuity
Intentional and Purposeful Results
Contributing Talents that Achieve Better Outcomes
Empowered to Network as a Team

Questions and Comments
NIGP 2.0
Implementing a Governance Model to Address the Dynamic Global Marketplace