

Promoting Transparency



Transparency
Builds Trust

Why is Transparency Important?

- Transparency builds trust that leadership is making good and balanced decisions
- Knowledge shared empowers everyone and Creates a Culture of Inclusion
- Shared knowledge leads to personal investment and buy in of a Shared Vision.

(see: 1.2.3.2 Creating a Culture of Inclusion)

(see: 2.1.6 Creating a Culture of Volunteerism and 1.2.2. Leading to a Shared Vision)

“Therefore whatever you have spoken in the dark will be heard in the light, and what you have spoken in the ear in inner rooms will be proclaimed on the housetops.”

Transparency IS:

Ethically Required for Servant Leader

(see: 1.2.3. Servant Leadership)



A process, whereby knowledge and ideas flow in all directions in a sustained and timely manner

Authentic Reciprocal Communication

(see: 2.2. Authentic Reciprocal Communication)

And there is no creature hidden from His sight, but all things are naked and open to the eyes of Him to whom we must give account. Hebrews 4:13

Transparency is NOT...

- A pretext to gossip
- An excuse to treat others poorly
- A justification to betray a confidence or legally binding confidentiality

(see: 5.2.Implementing policy and procedures appropriately)

- An alternative for apologies
- A public confession
- A substitute for resolving a problem

Benefits of Transparency Activity

In small groups, take a moment to discuss the benefits of Transparency.

Share these with the larger group.



Some Benefits of Transparency

- Improved collaboration
- Shared learning
- Heightened creativity
- Faster problem-solving
- Maximized participation and performance
- Stronger relationships
- Individuals make better choices
- Enhanced accountability
- Greater Trust
- Reduces duplication of effort
- Strengthened credibility
- Enhanced Sense of membership in the community

What Does it Mean to Be Transparent?

- Obvious Motives and Intentions
- Demonstrate Honesty and Integrity
- Welcome positive and negative feedback
- Commitment to sharing information
- Answer questions publically
- Have nothing to hide

Strategies to Share Information

1. Access to information is required but not sufficient
2. Delivery methods varied, duplicative, and accessible
(See 2.2. Authentic Reciprocal Communication)
3. Provide guide for the information
(Insert video demonstrating how to find info on website during general assembly)
4. Build context to increase understanding and relevancy
(see 3.4.Facilitating Consensus Building)
5. Understand Danger of Under-Communicating
(Insert video John Kotter of the Harvard Business School..
<https://www.youtube.com/watch?v=bGVe3wRKmH0>)

Strategies to Share Intention

1. What do you hope to accomplish by communication?

2. What will you learn?

3. What will you impart and what is confidential?

(see: 5.2.Implementing policy and procedures appropriately)

4. Why is it important that this occurs?

- ❖ Growth of individuals

(see: 3.3.Empowering and Supporting Others Effectively)

- ❖ Good of the Church

- ❖ Safety and Security Concerns

Transparency Indicators

modified from glasspocket.org

(make into downloadable checklist for a resource to go with slides)

- Staff and Board members contact available: telephone number, e-mail/online form, and mailing address
- Mission statement and Bylaws available
- Minutes of meetings available
- Conduct and conflict of interest policies available
- Audited financial statements available
- IRS form 990-PF available
- Mechanisms to provide information and accept feedback available
- Information and Feedback shared with community

Alignment with Mission and Values

Example Video (placeholder)

- <http://greekorthodoxchurchtampa.com/home/about-us/parish-council/>

Nice example of a Greek Orthodox church with good transparency

Includes video of general assembly where they demonstrate how to find info on their website.

Current images.....need new images and/or permissions

- <http://mashable.com/2009/09/30/business-transparency/#tV6UhdouT8qH>

image of bubble in hand

- <http://www.toxel.com/tech/2008/07/06/transparent-canoe/>
- http://www.huffingtonpost.com/2013/05/07/transparent-animals_n_3224844.html