



## **Show Notes - Episode #32 In Conversation with Ken Bado**

Janet Patterson, Chief of the Audiology & Speech-Language Pathology Service at VA Northern California, speaks with Ken Bado about the power of a passionate and dedicated executive board for a community aphasia group.

Ken Bado is Chairman of the Executive Board of Voices of Hope for Aphasia in St. Petersburg, Florida. Ken, who is based in Dallas Texas, has been transforming IT companies for the last 30 years. In addition to being CEO of GMB Consulting LLC, he sits on boards of high growth software companies and various non-profits, including Voices of Hope for Aphasia.

In today's episode you will learn:

- How having clearly stated mission and intent statements contribute to successful operation and stewardship of a community aphasia group
- The most important qualifications members of an executive board should demonstrate
- About the value of applying solid business practices to aphasia group operations and activities to assure decisions align with the mission of the group.

### Highlights of the Podversation with Ken Bado

Ken Bado is clearly passionate about his work as Chairman of the Executive Board of Voices of Hope for Aphasia, and about sharing the lessons learned and successes experienced by the group. In this podcast, as he described the activities of the Executive Board of Voices of Hope for Aphasia, his belief about two important components of the mission of a community aphasia group and its executive board became evident: service to people with aphasia and education about aphasia for family members and people in the community. Highlights of Ken's comments about his experience with successful executive boards, including the board of Voices of Hope for Aphasia, are organized into three areas: executive board self-assessment; characteristics of successful board members; and examples of executive board activities that exemplify good stewardship.



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### Self-assessment questions

Ken described several self-assessment questions important to discuss when creating and sustaining a community aphasia group and forming an executive board.

- In specific language, what is the *mission* of the community aphasia group?
- What is the *intent* of the community aphasia group in general, and for specific activities within the group?
- Are *operational decisions* made by the executive board aligned with the mission and intent?
- Are the actions of the executive board consistent with being good *financial stewards* of the funds of the community aphasia group?
- Does the organization have *trust*?

### Characteristics of successful executive board members

In discussing the professional and personal characteristics executive board members should demonstrate, Ken had the following thoughts:

- First and foremost, they should have a passion for serving people with aphasia.
- Executive board members should be vetted to assure they
  - are committed to the mission of the group
  - can meet the participation and performance expectations of a board member
  - can check their egos at the door and work for the good of the group
  - are willing to hold themselves accountable.

Ken describes a successful executive board member as someone who shows personality, passion and temperament. He offers a quote from Proverbs 27:17, "As iron sharpens iron, so one person sharpens another" to support his belief that, "the group is bigger than all of us" and working together we can have a positive and lasting effect in the lives of people with aphasia and their families.



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### Executive board activities demonstrating good stewardship

In his professional life, Ken has built several companies through the application of solid business principles, holding himself and others accountable for their actions, and being transparent in organization governance. Examples of these business principles applied to the Executive Board of Voices of Hope for Aphasia are:

- weekly meetings between the Chair of the Executive Board and the Executive Director
- quarterly meetings to which emeritus and ex officio board members are invited
- regular meetings of Executive Board members only for frank and honest discussion
- annual review of operational documents such as the volunteer handbook
- annual review of performance metrics and their alignment with the mission and intent

To learn more about Voices of Hope for Aphasia please go to <http://www.vohaphasia.org/>