

LLI Board Manifesto

We stand at our most important inflection point. An established organisation facing new challenges and opportunities. Informed by our history, our sector and global trends we are well equipped to set LLI's True North, sharpen our focus, define our mode and clarify our priorities.

We seek to balance optimism and courage with stability and caution through this transformational period. As individuals, we care deeply and celebrate the diverse backgrounds and skills that each of us bring as custodians of LLI's critical work. Our shared vision transcends our individual positions; we move forward with calm and organised solidarity.

We are not intimidated by the paradoxes of our unique reality. We have strong tailwinds and imposing headwinds to traverse. We are both bold in our ambition and careful with the large responsibility that comes with our mission. We embrace each paradox, knowing that the intersection is where unique power exists.

At this defining moment in our and the organisation's journey, we pledge our commitments in the spirit of alignment, clarity and shared values:

1. We understand our Role as a Board

- We recognize our responsibility to hire, support and evaluate the CEO and management, ensuring alignment with the organization's mission, values and performance goals.
- We create and refine LLI'S strategy and governance agenda, set very clear performance KPI's and have the discipline to 'stay in our lane'.
- We do not run the organisation, and we know when to 'back off'. Each of us support the CEO in different ways based on our specific skills and what is asked of us by management.

2. We are Responsive and Prepared

- We commit to coming prepared to meetings, reading all pre-read materials shared by the CEO and responding promptly to emails.

3. We have Respectful and Productive Discussions

- We engage in respectful discussions, seeking first to understand, share diverse perspectives, and contribute thoughtfully without jumping to conclusions.

4. We wear only Our Board Member Hats appropriately

- We always prioritise the best interests of LLI and its stakeholders over any other interests, maintaining our fiduciary and strategic duty to the company.

5. We build Trust through Transparency

- We value transparency, vulnerability, and trust among board members and management, fostering an environment where challenging conversations can take place with trust, respect and professionalism. Once our strategy is clear we trust the process, people and plans.

6. We Practice Radical Candour with Radical Compassion

- We care personally and challenge directly, ensuring that difficult conversations are approached thoughtfully and constructively.

7. We commit to Diversity and Inclusion

- We strive to create a diverse and inclusive board and team, recognizing that diversity is essential for driving innovation and impact.

8. We check Our Egos at the Door

- We commit to leaving our egos behind and focusing on collaborative teamwork, remaining open to different perspectives and ideas to drive LLI's mission forward.