Board & Governance Advisory

WHAT BRINGS BOARDS AND EXECUTIVES HERE

Expectations that were never made explicit. A review process neither side finds useful. Communication that has turned careful rather than candid. A leadership transition that surfaced questions no one had answered. A working relationship where both sides want the same outcome and keep reaching different conclusions.

WHAT THE WORK LOOKS LIKE

I gather perspectives from both sides and assess the patterns underneath them. I facilitate conversations that have been difficult to hold, and I help a board clarify what belongs to it. When the situation calls for it, I coach the executive within the context of what the board and executive are working through together. From there, we translate what emerges into practical agreements, expectations and ways of working.

What you could gain

A shared picture of what each side needs from the other. Expectations clear enough to be met and measured. A working relationship that holds when something difficult happens.

Experience Behind the Work

My governance work includes designing and delivering an executive director 360 process for Fair Housing Center of Washington, helping clarify leadership expectations and create a more informed foundation for evaluation. I am now working with them to build the annual executive director evaluation into a repeatable process. Board service with AlphaCare also informs my understanding of governance responsibilities and board and executive relationships.

The work centers on the board and executive relationship, so both sides can lead from a clearer, shared understanding.

Good people decisions begin with understanding, not assumptions.

Mari Melendez-Davis | Human Strategist and Professional Certified Coach
Founder, Empower Forward · SHRM-SCP · ICF-PCC

mari@empower-forward.com
empower-forward.com

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