PROVIDING FEEDBACK TO YOUR CEO

NDARECs
North Dakota Association of Rural Electric Cooperatives
Your Touchstone Energy® Cooperative

NRECA Board Leadership #947 | **Nov. 14, 2026**

The Cooperative Center | NDAREC headquarters | 3201 Nygren Drive NW | Mandan, N.D

BOARD LEADERSHIP (BL) CERTIFICATE REQUIREMENTS

To earn the certificate, directors must complete 10 credits from the 900-level courses. The BL courses are grouped according to eight specialty areas: grassroots, power supply, cooperative business model, governance, finance, communications, technology and risk management. Each course is one day unless otherwise noted. .

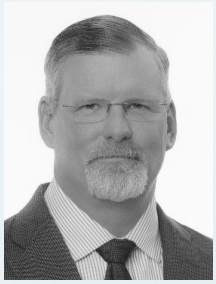
COURSE OVERVIEW

Whether your co-op has a new CEO or an experienced one, the practice of building the board-CEO relationship is critical. With more than a third of current electric cooperative CEOs eligible to retire within 5 years, many boards are in the process of building a working relationship with a new CEO.

This course will address the importance of first establishing clear goals and expectations with the CEO that align with the cooperative's mission. Directors will be equipped to foster a healthy, productive board-CEO relationship grounded in regular and constructive feedback, mutual respect, trust and aligned expectations.

KEY TOPICS

- Importance of providing clear, actionable and regular feedback to the CEO
- Strategies for overcoming barriers to providing feedback to the CEO
- CEO performance expectations aligned with cooperative goals and strategic priorities
- Consensus on feedback to be provided to the CEO given disparate director views in a simulated situation
- Techniques for building trust between the board and CEO through delivery of feedback in a respectful and constructive way in simulated boardroom scenarios



James "Bo" Todd

MEET THE INSTRUCTOR

James "Bo" Todd began his military career right after high school. He joined the U.S. Army in 1982 and served until 2003.He served as an infantryman until his selection for Special Forces. As a Special Forces operator and defense contractor, Bo provided training for U.S. and Partner Nation Special Forces, commando/infantry troops and various federal agencies spanning 25 nations including multiple combat and contingency operations.

He brings more than 40 years of experience to the classroom. After retiring from the military, Bo served in a variety of leadership positions in the private sector for both privately held and publicly traded companies. These positions included director, chief operating officer, general manager and president. He has participated in mergers and acquisitions, transitioning, and integrating companies into publicly held firms and conducting business development in high-risk areas.

SCHEDULE FOR SATURDAY, NOV. 14

All times listed are Central Time.

8:30 a.m.	Hot breakfast buffet
9 a.m.	Providing Feedback to Your CEO
12 p.m.	Lunch
12:30 p.m.	Providing Feedback to Your CEO - continued
3:45 p.m.	Adjournment

REGISTRATION INFORMATION

To register for this NRECA board-governance program, please go to www.ndarec.com/ndarec-education-programs. The registration deadline is Nov. 2.

For NDAREC members with a 2026 prepaid education plan, there is no registration fee/person. For members who do not have a prepaid education plan, the registration fee is $595/person. No advance payment is necessary; NDAREC will send an invoice for the registration fee (if applicable) following the program. The cost for breakfast, two refreshment breaks and lunch will be billed back to participating cooperatives.

CANCELLATIONS

If you need to cancel your registration, please notify Pamela Clark-Stein at pstein@ndarec.com 14 days in advance of the program. If notice is provided 14 days or more in advance, there is no cancellation fee. If notice is provided less than 14 days in advance, a cancellation fee of $70/day will be charged. Please note: Substitutions are permitted at no extra charge if NDAREC is notified of the substitution prior to the program date.

NRECA'S CANCELLATION POLICY

NRECA charges a 50-percent cancellation fee if one of their courses is canceled 15 or fewer business days prior to the start of a scheduled course. Therefore, NDAREC reserves the right to cancel due to a lack of registrations.

HOTEL ACCOMMODATIONS

For your convenience, a block of sleeping rooms is reserved for Friday, Nov. 13, at the Comfort Inn & Suites, 1516 27th St. N, Mandan. Phone number: (701) 204-6712.

Reserved room block: REC Board Leadership
Date: Nov. 13
Room rate: $109/night
Release date for the reserved room block: Nov. 2
Online link: https://www.choicehotels.com/reservations/groups/GU51V4

SPECIAL DIETARY NEEDS AND OTHER ACCOMMODATIONS

Please notify Pamela at pstein@ndarec.com of any dietary restrictions such as food allergies, gluten-free options and other special accommodations needed. A minimum of 72 hours' advance notice is required.