

**Subject:** [freegeek-board-discuss] Communications Committee Bulletin, 1/26/13

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**To:** All paid workers at Free Geek <paidworkers@lists.freegeek.org>, regulars@lists.freegeek.org, "board-discuss@lists.freegeek.org" <board-discuss@lists.freegeek.org>

COMMUNICATIONS COMMITTEE BULLETIN

January 26, 2013

There is now a wiki page ([http://wiki.freegeek.org/index.php/2013\\_Restructuring\\_Documents](http://wiki.freegeek.org/index.php/2013_Restructuring_Documents)) where documents related to the re-structuring initiative are collected. The job descriptions for the three senior manager positions--Director of Operations, Director of Production, and Director of Public Services--are among those documents.

One question that has come up about the senior manager searches is whether starting with internal candidates represents a break with the recommendations of management consultant Cliff Jones last year. The recommendation in question was, "Create management team positions as open hires and as exempt positions – do not limit candidate pool to current staff." There are three important things to keep in mind:

-1- The Board is not limiting the candidate pool to current staff. While they are first considering internal candidates, the option to conduct open searches for all management positions will be built into the process and timeline (<http://wiki.freegeek.org/images/1/15/MgtSearchTimeline012213.pdf>). The Board will not hire anyone into a Director position without having full confidence in their capacity to reliably perform all of the required duties.

-2- A lot of work laying the foundation for a successful transition to a new management structure has already happened over the past 5 months since Cliff Jones' report was released. The Board will have more information about the performance of individual employees as it relates to Director duties than at the time Cliff Jones was conducting his study.

-3- Current consultant Paul Lipscomb has met extensively with Cliff Jones to talk about initially limiting manager searches to internal candidates. He reports that Cliff Jones fully supports this approach.

Another question that has come up is whether consultant Paul Lipscomb or his colleagues at the Nonprofit Association of Oregon have ever reported to an organization that their problems are due to specific employees instead of structural issues. There are three important things to keep in mind here as well:

-1- Consultants will report concerns about specific employees that they feel need to be addressed, but they are ethically constrained from making recommendations about hiring or firing anyone.

-2- Consultants will also report on an organization's accountability structures' ability (or lack thereof) to identify and correct performance issues with specific employees.

-3- In the case of Free Geek, inclusion of Paul Lipscomb's feedback about specific employees and a review of candidates' personnel records as allowed by law will be an integral part of the search process. The Board expects to address specific concerns with each candidate during the application review and interview stages.

A third question that has come up is, where does the Human Resources Partner position fit into the process and timeline for the manager searches? The answer is that the Human Resources Partner is neither a senior manager nor a middle manager, but the selection of someone for the position will match up with the timeline for those searches. The Board has not yet decided what kind of search process will be used to fill this position.

Sincerely,  
Your Communications Committee

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