

**MISSOURI ASSOCIATION OF**  
**SOIL & WATER CONSERVATION DISTRICTS**  
**PRESENTS A WORKSHOP:**  
**EFFECTIVE BOARDS**  
**TUESDAY, DECEMBER 02, 2008**

Pam Pullman is no stranger to workplace management and supervision. Pam's leadership and management work experience includes 16 years in a St. Louis County nonprofit agency, with ten years as the Executive Director. Pam has over twenty years of human resources consulting and workshop facilitation experience, with a focus on management and supervision, communications and customer service, cultural diversity, coaching and organizational capacity building. Pam was a Danforth Foundation scholarship recipient and holds a bachelor's degree and JD (Law) degree from St. Louis University. She has past teaching experience (business law) in the graduate programs at the University of Missouri, Washington University School of Business Administration, and the St. Louis Community College District. Pam is a former member of the National Speakers Association and current member of the International Speakers Network.

Pam's past and current clients include the US Dept. of Health & Human Services, Office of Community Services, St. Louis Child Daycare Association, the Nonprofit Services Consortium, United Way of Greater St. Louis, Community Transportation Association of America, the Enterprise Foundation, the US Postal Service, the Missouri Foundation for Health, the Missouri Bootheel Regional Consortium, Inc., the National Healthy Start Association, Gibson Recovery Centers, Inc., numerous workforce development programs, housing authorities, regional planning commissions, councils of government, school boards, and a few hundred federal and state funded agencies in the network of 1,000+ Community Action Agencies and Head Start programs nationwide. Since 1987, Pam has conducted over 500+ workshops reaching over 50,000 participants and has flown over 750,000 *airplane miles* throughout the US & Hawaii.

**PERSONNEL AND MANAGEMENT (PAM) COMPANY**  
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**THE *C.A.P.* FOR  
SUCCESSFUL  
BOARD & STAFF  
PARTNERSHIPS**

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**THE *C.A.P.* FOR SUCCESSFUL  
BOARD & STAFF PARTNERSHIPS**

**COMMUNICATIONS**

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**BOARD & STAFF  
COMMUNICATIONS**

- **Flow of Information**
- **Line of Authority &  
Chain of Command**
- **3 C's**

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**THE C.A.P. FOR SUCCESSFUL  
BOARD & STAFF PARTNERSHIPS**

**ACCOUNTABILITY**

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**BOARD & STAFF ACCOUNTABILITY**

**PROFESSIONAL  
RELATIONSHIPS**

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**E.T.H.I.C.S.**

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**THE C.A.P. FOR SUCCESSFUL  
BOARD & STAFF PARTNERSHIPS**

**PERSONNEL Vs.  
*PERSONAL***

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**BAD ATTITUDES**



**NOT  
IN**

**YOUR  
WORKPLACE!**

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**TIP...**

**DO NOT ALLOW  
YOUR EMOTIONS  
TO IMPAIR YOUR  
PROFESSIONAL  
JUDGMENT—**

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