

# Board Members' Roadmap from Initiation to Governance

Lifecycle Phase	Small NGOs	Medium NGOs	Large NGOs
<b>Initiation</b>	Basic IT audits, setting minimal governance policies.	Detailed IT audits, comprehensive maturity assessments, stakeholder engagement.	Extensive strategic planning, in-depth IT audits, in-depth maturity assessments, high-level stakeholder engagement.
<b>Planning</b>	Simple frameworks, basic policies.	Structured frameworks, formal policy development.	Comprehensive frameworks, detailed policy development, resource allocation.
<b>Implementation</b>	Focus on essential tech solutions, simple training.	Implement structured policies, mid-range tech solutions, formal training programs.	Deploy advanced tech solutions, comprehensive training, dedicated governance teams.
<b>Governance</b>	Informal governance structures, regular team check-ins.	Formal committees, regular performance reviews, comprehensive KPIs.	Complex governance frameworks, detailed performance tracking, continuous improvement.

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Phase	Timeframe	Steps
<b>Initiation</b>	1-3 months	Conduct a thorough <b>IT audit</b> and <b>maturity assessment</b> . Develop a strategic IT vision aligned with the NGO's mission.
<b>Planning</b>	3-6 months	Choose an appropriate <b>IT governance framework</b> (COBIT, ITIL, ISO/IEC 38500). Draft and approve IT governance policies. Allocate necessary resources, including budget and personnel.
<b>Implementation</b>	6-12 months	Implement <b>policies</b> and <b>procedures</b> ; deploy necessary <b>technology</b> . Ensure effective <b>communication</b> and <b>training</b> for staff. Set up <b>KPIs</b> and <b>KRIs</b> for ongoing performance tracking.
<b>Sustaining</b>	Ongoing	Regularly <b>review</b> and <b>update</b> IT governance practices. Foster a <b>culture</b> of continuous improvement and learning. Maintain transparency through regular performance and risk reports to the board.