

JULY, 2023

ELLIG GROUP UPDATE

A MESSAGE FROM JANICE ELLIG

Welcome to the mid-year edition of the *Ellig Group Update*! Our latest news, insights, and how we continue to reimagine search. Solutions are never easy. Listening is! And that is our personal hands-on approach.



photo: Lisa Buckingham & Janice Ellig at the
IIC Partners Global Meeting - Toronto

Over the past six months:

- Lisa Buckingham joined as President. We hit the ground running, attending inspiring events like - the CDO Summit in NYC, our Global Search Partnership, International Independent Consultants (IIC) meeting in Toronto, and cross-country visits with new and existing clients to *listen* to issues on their minds and offer *solutions*.
- We began the 3rd year of our *Board Readiness Coaching Program* and 5th year of the *Leadership Reimagined Podcast*.
- We launched our *Breakfast and Dinner Series* with great thought leaders.
- With our Advisory Board, we are charting our 5 - year strategic growth plans with new client-focused solutions.

Read about these initiatives here, with more news to follow.





ELLIG GROUP NAMED ONE OF FORBES BEST!

We are honored to share this recognition with our esteemed executive search colleagues and friends. Over 45 years ago, our founders set a high bar to provide highly personalized solutions and to always do what was right for clients and candidates. We at Ellig Group stand on their shoulders to continue their legacy.

We succeed when everyone we support achieves success. We succeed when each individual and organization is thriving. We succeed when we impact cultures to be more diverse, equitable, and inclusive. We succeed with our decade-long track record where over 80% of C-suite and Board placements are filled by women and leaders from underrepresented groups. We succeed because over 75% of our business is with repeat clients. We are proud that our nearly five-decade-long success is because we support our clients and candidates with innovative solutions to meet their current and future talent needs.

We know clients have a choice, and we are honored each day to be able to introduce exceptional, diverse talent and provide our highly customized services. These results happen because of Ellig Group's great team, who work intentionally every day dedicated to helping organizations and changing lives for the better. Thanks to our partners, our clients, advisory board, and Team Ellig.

ARE YOU BOARD READY?

We're excited to announce the third year of Ellig Group's Board Readiness Coaching Program (BRCP). This unique six-month program offers a customized, targeted action plan for exceptional executives seeking their first board seat or a smooth transition to retirement.

With one-on-one coaching, exposure, and insights from prominent board directors, each participant has an actionable, personalized plan with specific outcomes for board opportunities.

Ellig Group's unique approach is to carefully curate the boards our highly qualified BRCP participants are most suited for; then, Ellig Group makes appropriate introductions to those boards. We deliver actionable results.

Click [here](#) for more details!

ELLIG GROUP'S
EXCLUSIVE & UNIQUE
**Board Readiness
Coaching Program**



photo: Janice & Lisa with Gian Power, Founder & CEO of TLC Lions

WHAT'S NEW? OUR BREAKFAST SERIES

Ellig Group was honored to host an inspiring event, "Driving Human-Centric Leadership," as part of our Breakfast Series. We had the privilege of welcoming a game-changer, Gian Power, Founder and CEO of TLC Lions, who shared his insights on human-centric leadership that focuses on the impact of storytelling in enhancing corporate cultures while driving business results.

Thank you to all who attended and contributed to the engaging discussion. Let's continue to drive positive change and create thriving corporate environments.

If you missed this inspiring event, watch our webinar with Gian, where he went deeper into these important topics. Click [here](#) to watch and be inspired!

Look out for more to come from our Breakfast Series!

DISCUSSIONS IN DC, "NAVIGATING THE CHANGING WORLD ORDER."

Janice and Barbara Stahley, Managing Director of Ellig Group, attended an incredible 2023 Spring Policy Summit hosted by The Committee for Economic Development of The Conference Board (CED), where government and business leaders came together to discuss "What is at Stake: Navigating the Changing World Order." The discussions were insightful, informative, and inspiring, emphasizing the importance of collaboration between public-private partnerships in shaping legislation that promotes economic growth.

Thank you to Lori Esposito Murray, President of The Committee for Economic Development.



photo: Janice and Barbara in Washington DC

RAISING THE BAR AND SHINING THE LIGHT.

We hope to see you at this year's Women's Forum of New York Breakfast of Corporate Champions (BCC) on November 8th, 2023. The 7th biennial event is a powerful convening of leading CEOs and Board Directors who speak out on why and how to accelerate the pace of change for gender parity in the boardroom. Janice Ellig founded and launched the BCC in 2011 as President of the Women's Forum of New York. Each Breakfast honors companies that exceed the national average of women on boards. In 2023, with honorary Co-Chairs Brian Moynihan, Chairman and CEO, Bank of America, Maggie Wilderotter, Chairman and CEO, Grand Reserve Inn, and outstanding CEO speakers, we will be "shining the light" and honoring companies with 40% or more women on their board, as the current S&P 500 averages 32%.

We encourage all CEO, C-Suite Executives, and Board Directors to register. Click [here](#).



WHAT WE'VE BEEN UP TO!



Our team has been expanding rapidly, and we are delighted to welcome Lisa Buckingham as our new President, Cornelia Torres-Hamlin as an exceptional Executive Assistant, and Shaleen Hudda Mulvany as our talented Brand and Marketing Associate.

It has been an eventful and rewarding time for us at Ellig Group, serving our clients and taking time together celebrating each other: dinners, bowling and charitable events, creating unforgettable memories.

As part of our commitment to giving back to the community, we were honored to attend the Girls Inc. of New York City's *Lifting Girls Up 2023 Gala and College Shower*. Supporting such inspiring initiatives aligns with our values, and we're proud to contribute to the important work of empowering young women.



LEADERSHIP REIMAGINED PODCAST: THOUGHTS FROM OUR HOST

Over the past five years, I have been honored to have game-changing conversations with CEOs across all sectors. As I reflect on the last six months of interviewing extraordinary leaders, there were five common themes on Leadership:

- 1) **People** come first – and with that, businesses thrive, resulting in satisfied employees, customers, communities, and investors.
- 2) **Listening** to all constituents drives better and more effective solutions.
- 3) **Investing** in the underrepresented and underserved promotes success for all.
- 4) **Leading with purpose** by doing good and making good is their North Star.
- 5) There's no substitute for **good character and authenticity**.

LISTEN TODAY!



DRIVING CHANGE FOR GENDER PARITY: PROGRESS AND THE JOURNEY AHEAD



While progress has been made, our commitment and journey toward gender parity continues.

A recent Bloomberg [article](#) by Jeff Green highlights a historic milestone: women now hold one-third of S&P 500 board seats. This progress aligns with Ellig Group's vision for promoting greater diversity in boardrooms.

Looking back at a Forbes [article](#) by Davia Temin, Davia acknowledges the women who have paved the way for more women on boards. Janice is noted in the article as being at the forefront, advocating for diversity through initiatives like the "Breakfast of Corporate Champions" and through her search practice, placing more women on boards and the C-suite.



The presence of women on boards brings valuable perspectives and leads to more diverse C-suites and executive teams. Their contributions positively impact ROI and redefine leadership and workplace dynamics. We at Ellig Group remain dedicated to expanding board seats for women and diverse directors. We aim to create a future where gender parity is the norm and diversity thrives.

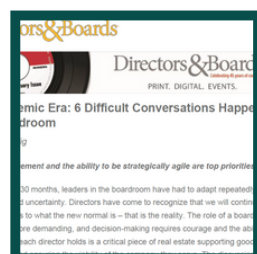
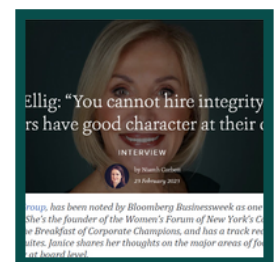
OTHER FEATURED ARTICLES

Board Intelligence

"You cannot hire integrity. Great leaders have good character at their core."

In Conversation With Janice Ellig

Chair Interview by Niamh Corbett



Directors & Boards

The Endemic Era: 6 Difficult Conversations Happening in the Boardroom with Janice Ellig interviewing Maggie Wilderotter, Chairman and CEO, Grand Reserve Inn

A THANK YOU TO OUR ADVISORY BOARD



*Truett Tate, Priscilla Sims Brown, David Chun, Cynthia Jamison, Maurice Jones
Tonie Leatherberry, Chris Perry, Nicole Sandford, Myrna Soto, Kathy Higgins Victor*

For the past year, these exceptional corporate executives/directors have been an invaluable asset, enriching our search and leadership solutions with their profound wisdom and expertise. With diverse backgrounds and core proficiencies, they share a common dedication to excellence and forward-thinking. Our advisory board embodies our vision for corporate America's cultural evolution and diversification, and we are honored to receive their guidance as we strive towards that transformative vision.

ELLIG GROUP'S 10 C'S OF LEADERSHIP

At Ellig Group, we believe leadership is not just about position or title—it's about building a personal brand and reputation that resonates with integrity and excellence. In our executive search practice, we evaluate ten critical attributes to distinguish exceptional candidates for C-suite and board positions. These attributes, considered by Ellig Group as ten key C's of Leadership, serve as a guiding framework for identifying remarkable leaders.

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|------------------|------------------|
| 1. Character | 6. Competencies |
| 2. Courage | 7. Confidence |
| 3. Commitment | 8. Communication |
| 4. Compassion | 9. Curiosity |
| 5. Collaboration | 10. Common Sense |

With these attributes, we believe leaders can create a lasting impact, inspire others, enhance cultures, and drive remarkable success.

RECENT EXECUTIVE & BOARD PLACEMENTS

Over 80% of all placements were women and leaders from underrepresented groups.

- Fortune 100 Financial Services - CFO, Retirement / Life Insurance
- Regional Bank - Head of U.S. Markets / Wealth Management
- Regional Bank - New England, Market Leader / Wealth Management
- Investment Management - Vice President, Investments
- Fortune 500 Insurance Company - Vice President, Customer Strategy
- Mutual Fund - Board Director
- Non Profit - Marketing Director

CANDIDATE'S FIRST 100 DAYS

ELLIG GROUP'S ONBOARDING COACHING

At Ellig Group, the continued success of the executives whose careers we champion is at the heart of everything we do. Leaders are the culture shapers of every organization, so their ability to hit the ground running is vitally important. With that objective, we offer executive onboarding coaching for the leaders we place at no additional cost during their first 100 days in their new roles. This service is designed to complement our client's internal onboarding efforts and, with the personalized support of our International Coaching Federation-certified executive coach, Barbara Stahley, accelerate an executive's impact in their new organization.

UPCOMING EVENTS

Pathways to the Boardroom: Reception, Dinner & Discussion, September 20th, 2023, New York City
Moderated by Janice Ellig, a distinguished panel of top executives and board members will provide insights into the evolving demands of boards. Featuring industry leaders Douglas L. Peterson, Diane Gherson, Tracy B. McKibben, Cindie Jamison, and Eugenia Ulasewicz, this event will provide a deep exploration of the experiences, backgrounds, and needs that are highly sought after in today's dynamic corporate board rooms.

Ellig Group Breakfast Series: Breakfast and Engaging Discussions, October 4th, 2023, New York City
We are excited to have Hamoon Ekhtiari, Founder and CEO of FutureFit AI, joining us for our next breakfast—more information to follow.

ELLIG GROUP

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