



Delivering Exceptional

- ▶ DIVERSITY FOR EQUITY AND INCLUSIVITY
- ▶ CLIENT EXPERIENCE
- ▶ CANDIDATE SUCCESS



ELLIG GROUP

Reimagining Search

EXECUTIVE SEARCH | BOARD ADVISORY SERVICES | LEADERSHIP COACHING
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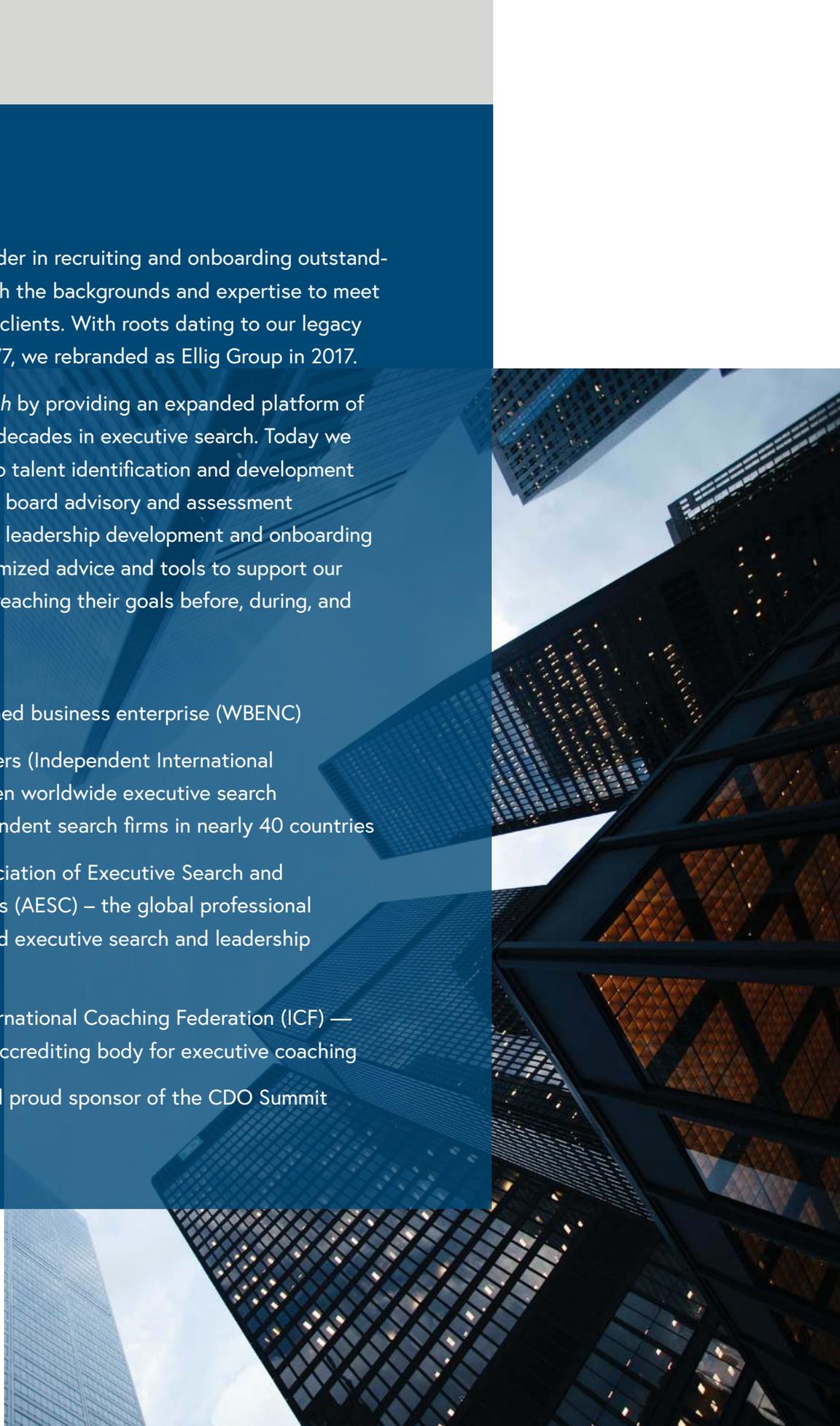
Who We Are

Ellig Group is a global leader in recruiting and onboarding outstanding diverse executives with the backgrounds and expertise to meet the evolving needs of our clients. With roots dating to our legacy company's founding in 1977, we rebranded as Ellig Group in 2017.

We are *Reimagining Search* by providing an expanded platform of services built on our four decades in executive search. Today we offer a holistic approach to talent identification and development through our executive and board advisory and assessment capabilities, as well as our leadership development and onboarding programs. We offer customized advice and tools to support our clients and candidates in reaching their goals before, during, and after a search assignment.

Ellig Group is

- ▶ a certified women-owned business enterprise (WBENC)
- ▶ a member of IIC Partners (Independent International Consultants) – a top ten worldwide executive search organization of independent search firms in nearly 40 countries
- ▶ a member of the Association of Executive Search and Leadership Consultants (AESC) – the global professional association for retained executive search and leadership consulting firms
- ▶ affiliated with the International Coaching Federation (ICF) — a global professional accrediting body for executive coaching
- ▶ a strategic partner and proud sponsor of the CDO Summit for Digital Leaders



Commitment to Diversity, Equity & Inclusion

Visionary organizations know that in order to attract and retain the best and the brightest talent, better serve their customers, and build their reputation in communities and with investors, representing a diverse workforce must be a strategic business imperative. At Ellig Group, we understand the importance for organizations to reflect all their constituents: employees, customers, shareholders, and the communities in which they operate.

We are incredibly proud of our commitment to facilitating increased diversity, equity and inclusion at the highest levels of leadership – and our numbers tell our story.

Leaders from underrepresented groups are included in candidate panels of every search we do, and comprise:

- ▶ 80% of our executive placements.*
- ▶ 82% of our board director placements.*



*1/2019-5/2021 statistics; women, people of color, LGBTQIA+ and other underrepresented groups

What We Deliver

DIVERSITY FOR EQUITY & INCLUSIVITY

Research shows the strong correlation between diverse and inclusive leadership and financially successful organizations. At Ellig Group we know that organizations need to reflect all their constituents: employees, consumers, communities, and shareholders. 100% of our candidate "panels" include women, people of color, members of the LGBTQIA+ community, and executives from other under-represented groups. **Ellig Group is proud of our long-term and unsurpassed track record: 80% of executives, and 82% of board directors selected by our clients are leaders from underrepresented groups.**

EXCEPTIONAL CLIENT EXPERIENCE

Our personalized, partner-led, and hands-on approach provides a tailored solution for each client's unique organizational needs. We take the time to get to know you, your organization's operations, your culture, and your leadership so we can tell your compelling story and introduce you to the right talent. With key relationships, exceptional search results, extensive networks, and a proprietary database—along with critical insights into your organization—we find the right executives for you. And, we leverage the latest technology in order to provide you with 24/7 access to the status of your search through our "client portal."

COMMITMENT TO CANDIDATE SUCCESS

Dedicated to the ongoing success of the leaders we recruit, we partner closely and purposefully with both our clients and candidates before, during and after the search. Our goal is to ensure the right person is in the right position and excels for the long term. We offer tailored leadership development, onboarding, team building, and coaching services to support executives in reaching their leadership potential.

LEADERSHIP CONSULTING SERVICES

Designed to enhance our client's internal talent management offering, we provide strategic programming and consulting solutions to elevate and support transformational leadership at all levels. Our leadership consulting practice offers individual and team coaching, as well as a talent assessment methodology that leverages industry-leading and globally-validated self and 360 assessment instruments, such as the Hogan Assessment, The Leadership Circle, and CliftonStrengths.

BOARD SEARCH & ADVISORY SERVICES

We deliver distinctive insights and solutions to help CEOs and boards position the organization for sustainable success. Our board advisory practice is first and foremost devoted to finding the most exceptional candidate possible to serve on our client's board. Our commitment to diversity, equity and inclusion extends into the boardroom. We have an unmatched network of men, women and under-represented candidates that we carefully curate and match to the right board opportunities.

Our advisory services also focus on developing practical improvements to both the effectiveness and efficiency of governance processes. Our collaborative approach is designed to extract the best insights from the board and management, preserving what works while identifying customized, actionable recommendations for improvement. Tailored services include board competency modeling, skills assessment and improvement, process and meeting material reviews, succession planning and assistance, and crisis preparedness, among others. Skilled at enhancing the working relationship between the board and senior leaders, we assist in improving the quality and efficiency of board oversight.



Delivering on our Values

PARTNER DRIVEN

Each search assignment is partner-led, ensuring a committed, collaborative, and highly communicative process. As a result, our existing clients' confidence in us generates more than 75% of our annual business.

INDEPENDENCE & INTEGRITY

Privately held, committed to diversity, equity and inclusion, and a certified woman-owned business enterprise (WBENC), our focus is always in your best interest.

MITIGATING RISK, MAXIMIZING VALUE

With a deep understanding of your culture and needs, we mitigate risk and ensure the right choice. With state-of-the-art technology and a highly experienced in-house research team, we recruit the best talent to fit your needs.

CLIENT AMBASSADORS

Each assignment is critical, each client is valuable, and each candidate is unique. We are passionate client advocates, committed to helping both our clients and candidates achieve success. We take the time to get to know you so we can tell your compelling story with credibility and conviction.

OUR VALUES

The 10 C's — delivering results with...

- | | |
|---------------|--------------------|
| Character | Confidence |
| Courage | Communication |
| Commitment | Curiosity |
| Collaboration | Common Sense |
| Competence | Champions (of you) |



Executive Search Practice at a Glance

SECTORS SERVED

- ▶ Financial Services
 - ▷ Banking
 - ▷ Insurance
 - ▷ Wealth Management
 - ▷ Investment Management
 - ▷ Payments & Services
- ▶ Professional Services & Consulting
- ▶ Healthcare & Life Sciences
- ▶ Manufacturing
- ▶ Energy
- ▶ Consumer Goods & Retail
- ▶ Non-Profit / Government / Foundations

FUNCTIONAL ROLES

- ▶ C-Suite, General Management & Boards
- ▶ Finance: including CFOs, Audit & Risk
- ▶ Strategy & Business Development
- ▶ Human Resources
- ▶ Marketing & Communications / Public Relations
- ▶ Digital / Technology
- ▶ Distribution
- ▶ Operations
- ▶ Legal, Regulatory & Compliance

Accelerating Leaders' Performance

In partnership with our client's talent development strategy, we offer highly tailored programs designed to accelerate a leader's success and impact in their new role. As part of every executive search, an International Coaching Federation-certified leadership coach provides customized onboarding of each candidate during their first 100 days in their new role. Beyond this complementary offering, we also offer carefully curated individual leadership coaching for executives seeking to increase their leadership effectiveness, enhance their executive brand, or navigate a transition. We also offer team coaching designed to optimize larger groups of leaders and support organizational health. These offerings are aligned with our client's strategy and culture to maximize a leader's impact in the organization.

Global Reach

Ellig Group is the New York member firm of IIC Partners, a leading worldwide executive search consortium. With offices in nearly 40 countries, including 8 in the United States. IIC Partners is comprised of independently owned and operated, retained search firms with over 350 search professionals. Partnering with these firms provides us with instant access to talent worldwide, enabling us to support our clients in all of their markets with minimal off-limits issues.

<https://iicpartners.com/>



About Us



Janice Ellig, founder and CEO of Ellig Group, is dedicated to increasing the placement of women and diverse candidates on corporate boards and in C-suites by 2025. Heralded by Bloomberg Businessweek as one of "The World's Most Influential Headhunters," Janice is often

consulted for her expertise and her commitment to gender parity, inclusion, and diversity. She frequently appears at speaking engagements and as a media guest and has penned multiple articles for publications such as *Directors & Boards*, *Directorship*, *Corporate Director*, *The Huffington Post*, and *Forbes.com*.



Nicole Sandford, EVP, is the leader of Ellig Group's Board Advisory Services. She engages boards and CEOs around the most strategic elements of governance, including director and executive search and succession planning, board skill development, and governance process

improvement. Nicole joined Ellig Group after nearly three decades at Deloitte where she led the firm's regulatory and operational risk practice, founded its corporate governance program and advised clients on governance, crisis response and regulatory risk management. She is an experienced director serving on both corporate and not-for-profit boards.



Barbara Stahley, Managing Director, is the leader of Ellig Group's Leadership Consulting practice where she focuses on leadership coaching, team and group facilitation, talent assessment, and onboarding programming. A PCC-designated executive leadership coach accredited by

the International Coaching Federation (ICF), Barbara completed her coaching training at Georgetown University's Institute for Transformational Leadership and is certified in various assessment instruments, including Hogan Assessment Systems and the Leadership Circle Profile.

Meet the rest of our team [here](#).

Our Strategic Partners



Dr. Marilyn Puder-York
Executive Coach



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