

# ELLIG GROUP UPDATE



*Lisa Buckingham & Janice Ellig*

## A MESSAGE FROM JANICE ELLIG

The past 12 months were a time of exciting growth with talented new team members joining Ellig Group, bringing with them specific expertise in Human Capital Consulting, client relationship management, social media, and research, as well as new technologies that enhance and expedite the solutions we offer our clients.

As we continue to grow our Executive Search, C-suite, and Board assignments across all sectors, we are also pleased that our new five-year plan will focus on the following business:

- With the success of “Accelerating Impact,” our executive onboarding first 100-day coaching program (included in every search assignment we conduct), we are expanding our stand-alone Executive Coaching, Executive Assessments, and Talent Development offerings.
- Growing our Private Equity search practice.
- Continuing to prepare board-ready leaders for corporate board service through our Board Academy Bootcamp program, acquired in 2023 from Maggie Wilderotter.
- Our 4th year in building our Board Readiness Coaching 6-month Program for C-suite executives sponsored by their CEOs to secure a board suite within 12-18 months.

Entering our 6th year of Podcasts “Leadership Reimagined - Game-Changing Conversations” with extraordinary speakers, we are pleased to start the year off with our first guest, Ken Frazier, former Chair and CEO of Merck.

We always welcome your thoughts and insights on how we can further support you with our services as well as providing information on best practices in talent acquisition, leadership development, and new trends that will impact your business.

Wishing you a great 2024 & more with endless possibilities!

A handwritten signature in black ink, appearing to read 'Janice Ellig', written in a cursive style.

# ELLIG GROUP LAUNCHES THE BOARD ACADEMY BOOTCAMP



*Lisa, Maggie Wilderotter & Janice*



*Inaugural Bootcamp group photo*

Ellig Group has a track record of creating actionable pathways to the boardroom for exceptional candidates. Passionate about our commitment to improve the quality and diversity of corporate boards, we are proud to have acquired the Maggie Wilderotter Corporate Director Academy and continue her legacy.

This day-and-a-half program is designed to promote what it takes to be a great corporate board member and how you can develop your plan to prepare and serve on a board. We educate executives about corporate board service, the types of boards, and assist in maximizing networks, connections to board opportunities, and advise on what makes a compelling bio. Being focused, intentional, and executing a viable plan will reap results.

For more details, please email us at [bootcamp@elliggroup.com](mailto:bootcamp@elliggroup.com).

Upcoming Dates for 2024:

February 20 & 21 | March 7 & 8 | April 16 & 17 | June 6 & 7 | October 22 & 23 | December 2 & 3

More dates to come soon.

## OUR PARTNERSHIP WITH BRITISHAMERICAN BUSINESS



*Harriett Baldwin & Janice | H.E. Hon. Jane D. Hartley |  
The Rt. Hon. Sir Lindsay Hoyle MP*

In meeting with clients in London, we were also pleased to attend the BritishAmerican Business reception at the House of Commons. It was a great evening focused on strong and lasting ties between the U.S. and the U.K. and the importance of continuing to build our partnership. With great speakers such as The Rt. Hon. Sir Lindsay Hoyle MP, Speaker of the House of Commons, the highlight was the speech given by honoree, H.E. Hon. Jane D. Hartley, United States Ambassador to the United Kingdom of Great Britain and Northern Ireland. We met outstanding business leaders from both the U.S. and the U.K., enhancing our global expertise with these exceptional leaders. Thank you to Amazon for hosting a great event.

# EXECUTIVE COACHING FOR EVERY ELLIG GROUP PLACEMENT

*Accelerating Impact* is a curated executive onboarding experience offered to every leader we place in our client organizations. Customized to meet every executive's unique objectives, it offers them one-on-one support with certified executive coaches *during their first 100 days in their new role or anytime during their first year*. In partnership with each hiring manager, we develop a customized coaching plan that includes a targeted 30/60/90-day plan that helps leaders unlock and exceed their potential as they hit the ground running in their new role. The program complements and supports our client's onboarding offering, creating a seamless and impactful experience for executives joining a new organization.

As one of our placed candidates recently said, "I appreciated working with a certified executive coach. It was an invaluable resource and provided me with a sounding board as I navigated my new organization. It was a jump start with great conversations to ensure my success."

## ELLIG GROUP'S ACCELERATING IMPACT

## RAISING THE BAR AND SHINING THE LIGHT

At this year's Women's Forum of New York Breakfast of Corporate Champions (BCC) held on November 8th, 2023, over 350 executives attended to recognize 233 companies with 40% or more women on their boards. The 7th biennial event was a powerful convening of leading CEOs and Board Directors who spoke 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 when President of the Women's Forum of New York. Each Breakfast honors companies that exceed the national S&P 500 average of women on boards. With honorary Co-Chairs Brian Moynihan, Chairman and CEO, Bank of America, Maggie Wilderotter, Chairman and CEO, Grand Reserve Inn, and outstanding CEO speakers, the special Muriel Siebert award was presented to Accenture and CEO and Chair Julie Sweet, by the 2021 Award recipient Ken Frazier, former CEO and Chair of Merck.

With the S&P 500 average at 33%, there is more work to be done. Stay tuned for the 2025 Breakfast of Corporate Champions details.



Janice with Pamela J. Craig & Carolyn Carter

# A MESSAGE FROM LISA BUCKINGHAM

## The Making of an Exceptional Search Advisor

As I reflect on the past year and welcome the new year as President of The Ellig Group, I would like to share some keen insights from a remarkable 2023:

### 1. *Understanding my client*

One of the most profound lessons I've learned is the undeniable power of executive search and the need to truly understand where our clients have been and where they are headed. In essence, what got them to where they are today and what do they need to go forward? As an advisor, it is important that we offer tailored solutions aligned with these strategies.

### 2. *The importance of listening and not telling*

Working with clients through their needs, what they are seeking and then offering alternative solutions for their consideration leads to the best outcomes in a rapidly changing landscape.

### 3. *Partnerships*

Cultivating and nurturing strong client and candidate relationships is the foundation of being a trusted advisor. By investing time in building relationships, we have been able to create tailored solutions that surpass expectations and add long-term value to our clients' organizations.

### 4. *Coaching, Mentoring*

Through coaching, mentoring, and continuously engaging with our candidates, we have witnessed their professional development and personal growth, which is a testament to the power of investing in human capital, enhancing cultures, and changing people's lives.

### 5. *Intellectual Curiosity*

In the ever-evolving world of business and technology, staying ahead of the curve is essential. By always being intellectually curious, our team has taken a proactive approach to monitoring and analyzing the latest human capital and technology trends. To always be on the cutting edge, we ask lots of questions with industry experts, thought leaders, our clients, and candidates.

I am grateful for the experiences, lessons, and growth I have achieved in my first year. The Ellig Group is poised for even greater success, armed with a deep understanding of the market, a proven track record of excellence, an impeccable reputation, and an ongoing commitment to staying at the forefront of our industry.

In conclusion, I would like to extend my heartfelt appreciation to everyone who has been a part of this incredible journey. Janice has been nothing but supportive and the consummate professional, champion, and leader. She has created something special here at Ellig Group, and I am proud to be on this journey with her.

Here's to another year of collaboration, growth, and transformation. Together, we will continue to change careers, lives, and organizations for the better. To a great 2024 and more, filled with endless possibilities!



## OUR BREAKFAST SERIES

Ellig Group's most recent Breakfast Series events each offered unique insights into the future of business and leadership.

In one session, we had the privilege of welcoming Jennifer Sundberg & Pippa Begg, Co-CEOs of Board Intelligence and co-authors of "Collective Intelligence," who shared invaluable insights on what drives the world's most enduringly successful businesses to think smart and act fast.

Another event featured Hamoon Ekhtiari, Founder and CEO of FutureFit AI, who delved deep into recent advancements in artificial intelligence and its profound implications for the Future of Work.

We extend our heartfelt thanks to all who participated in these thought-provoking discussions, contributing to our mission of driving positive change and fostering thriving corporate environments through the Ellig Group Breakfast Series.

Stay tuned for more inspiring sessions in the future!



Janice with Jennifer Sundberg & Pippa Begg



Lisa & Janice with Hamoon Ekhtiari

## PATHWAYS TO THE BOARDROOM & PULSE SURVEY ON FIRST-TIME DIRECTORS

Ellig Group and Equilar came together to host our dinner series, *Pathways to the Boardroom*, featuring a panel of extraordinary board directors sharing insights on how to secure your first board seat. The event provided invaluable practical advice from seasoned directors. Equilar and Ellig Group also conducted a Pulse Survey with the Nasdaq Center for Board Excellence and the Society for Corporate Governance about the success of first-time directors. [Download the full report here.](#)

The energy, enthusiasm, and excitement from both our audience and the inspiring speakers made for a special evening of learning and networking.

Missed this one, but want to join our next dinner series? Let us know! We're excited for more enriching discussions and connections in the future.



David Chun - Founder and CEO of Equilar, Lisa, Janice & Belen Gomez - Vice President, Strategic Initiatives & Communications at Equilar



Panelists - Eugenia Ulasewicz | Tracy McKibben | Cynthia Jamison | Diane Gherson | Douglas Peterson | Janice Ellig



# LEADERSHIP REIMAGINED PODCAST: THOUGHTS FROM OUR HOST

Over the past five years, it has been an honor to interview extraordinary leaders who are positively impacting the planet with their vision, leadership, philanthropy, and commitment to making a difference. Many themes emerged, but five stood out from our guests with backgrounds in corporate and board leadership, entrepreneurship, academia, authorship, philanthropy, private equity/venture capitalism, Broadway/theatre production, global economics, and nonprofit leadership.

1. Great leadership starts with great character/integrity, compassion/caring, commitment, communication, and courage. Wrap this all up with the competencies to lead, and success soon follows.
2. Diversity, equity, and inclusion rest on ensuring all have access to opportunities and that organizations equitably represent the constituents they serve: employees, customers, communities, and investors.
3. The place of work and how work is done is changing and keeping up with that exponential rate of change will be a challenge that all leaders must embrace.
4. Giving back and investing in underserved communities and addressing social issues is a corporate responsibility. Investing is essential, for when communities thrive, organizations and their employees, customers, and investors thrive.
5. Investing in employees through reskilling, development, and well-being and ensuring an inclusive organization are key responsibilities of every leader at every level.

Thank you to the 60 featured guests who offered their perspectives, advice, and time to show us the way on how we can all make a difference and give back to this planet more than we have taken.

We are proud to start the year with our first guest in February, Ken Frazier, OneTen Co-Chair & former CEO and Chairman of Merck.

## LISTEN TODAY!

**ERIN TOLEFREE**  
President of  
Baldwin Richardson Foods

MULTIGENERATIONAL  
FAMILY OF FOOD  
ENTREPRENEURS

Leading  
Through  
Change

**Douglas Peterson**  
President, CEO, and Board Member of S&P Global

**MIKE WIRTH**  
Chair and Chief Executive Officer  
of Chevron Corporation

Fueling the Future –  
The Chevron Way

**HAMOON EKHTIARI**  
FOUNDER & CEO OF FUTUREFT AI

AI – A Career  
Co-Pilot for the  
Future of Work

**ADAM BRYANT**  
Author & Senior Managing  
Director at The ExCo Group

LEAP TO LEADER:  
A CORNER  
OFFICE MANUAL

A Corporate and Philanthropic Journey  
of Impact and Empowerment

**Jerre Stead**  
Founder and Chair of  
Stead Impact Ventures  
and Foundation

## WHAT WE'VE BEEN UP TO



It has been a dynamic and enriching time for us at Ellig Group. Along with our unwavering commitment to serving our clients with excellence, we've also taken the opportunity to celebrate our successes and make a meaningful impact in our community.

Throughout the year, we've come together for dinners, holiday lunches, and joyful parties, creating lasting memories. Additionally, we've continued our commitment to giving back to the community by supporting Girls Inc. of New York City. In 2024, Janice Ellig will serve as the Chair of the "Lifting Girls Up 2024 Gala," commemorating 25 years of empowering young girls.

Save the date: May 23rd, 2024, for this inspiring event. We invite you to join us in supporting this important cause. Learn more and get involved at [www.girlsincnyc.org/gala2024](http://www.girlsincnyc.org/gala2024).

---

## SELECT EXECUTIVE & BOARD PLACEMENTS 2023

- Mutual Fund – Board Director
- Fortune 100 Financial Services – CFO, Retirement / Life Insurance
- Regional Bank – Head of U.S. Markets / Wealth Management
- Regional Bank – Head of Wealth Management Education
- Regional Bank – Market Leader / Wealth Management
- Regional Bank – Chief Technology Officer
- Investment Management – Vice President, Investments
- Fortune 500 Insurance Company – Head of Customer Strategy
- Global Consulting Firm – Head of Global Assessments
- Non Profit – Chief Marketing Officer

**ELLIG GROUP**

126 E 56th St | New York | NY | 10022 | (212) 688-8671

[www.elliggroup.com](http://www.elliggroup.com)