

WittKieffer

Professional Search Year in Review

For 2022



A Message from Our Professional Search Practice Leaders



Jeffrey Schroetlin
Managing Partner and Practice Leader,
Professional Search

Since 1969, WittKieffer has built a strong reputation as a trusted partner in talent acquisition, serving organizations operating exclusively at the intersection of healthcare, science, and education — the “Quality of Life Ecosystem.” We began our Professional Search Practice (then called WK Advisors) more than a decade ago and have placed thousands of outstanding healthcare, higher education and not-for-profit leaders across a range of roles, including executive directors, directors, assistant/associate vice presidents and more.

What differentiates us is our unique ability to adapt to the needs of each client and to assist them in identifying, and securing, the right leaders for their needs in a timely and efficient manner. We’re proud to build and enhance current and future leadership teams that transform organizations and contribute to the fundamental well-being of people and communities.

Today, WittKieffer is growing and investing faster than at any time in our history — investing in people, technology, process innovations and solutions to broaden our ability to Improve Quality of Life through Impactful Leadership. During the last year, we accelerated our multi-pronged investment in enabling clients to achieve maximum impact through building and developing exceptional leadership teams. These investments include the launch of our [Diversity, Equity, and Inclusion services](#) and the addition of an expanded and integrated suite of [Leadership Advisory solutions](#). At the same time, we continue to invest in our existing services and capabilities within executive search and interim leadership, growing our team globally by more than 20% in the last twelve months, to more than 300 exceptional professionals dedicated to our clients, candidates and each other.

As we grow, the excellence of our work remains second to none. We combine the agility and personalized service of a boutique consulting firm with global operational scale to deliver exceptional outcomes. We work as a unified team to ensure our clients are satisfied and successful. In serving them, we directly impact quality of life.

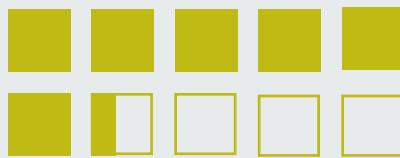
We are proud that our Professional Search Practice is an integral part of such a dynamic firm. We invite you to review all that we’ve accomplished.



Elaina Genser
Managing Partner and Practice Leader,
Professional Search

Commitment to Client Service Excellence

For more than 50 years, WittKieffer has set the standard for excellence in executive recruiting in healthcare, education and the not-for-profit sector. The following statistics from our last fiscal year speak to our Professional Search Practice's diverse and dynamic capabilities and our exceptional track record with our clients.



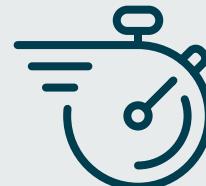
62%

of Placements were Women or People of Color



9.5

Client Use Again Rating



10

Days Faster

Completed Placements on Average

 **61**

Searches in Healthcare

 **31**

Searches in Higher Education

 **90%**

Slates featured Diverse Candidates

 **55%**

Placements were Women

Key Trends to Watch

- The most dramatic trend that we see across the practices in which we work, both healthcare and higher education, is a critical labor shortage in key leadership areas, from clinical administrators to human resources executives to IT leaders and more.
- Across industries the retirement cycle within leadership will continue as baby boomers and long-tenured leaders experience stress due to the increased demands and quickly evolving landscape of their chosen fields.
- Largely due to Covid-19, leaders want to be fulfilled at work and have a better work-life balance, including the opportunity to work remotely on a regular basis.
- Organizations are challenged to develop robust pipelines of leaders who are ready to move into roles of increasing responsibility and importance. With so much transitioning and turbulence, it is difficult to conduct adequate leadership development and succession planning, especially with an eye toward building much-needed diversity within the leadership team.
- The economic downturn and financial constraints impacting today's organizations have forced them to get creative in cost cutting, realizing operating efficiencies, and seeking out new sources of revenue such as through corporate partnerships.

Implications for Leadership

- Executives and teams must demonstrate extraordinary resilience in an unrelenting "crisis-to-crisis" environment (from pandemic crisis management to cost crisis management) requiring increased self-awareness, self-management and empathy.
- There is a strong demand for high-performing leaders who have proven track records of innovating and identifying new revenue streams. Increasingly, these roles are being filled by interim leaders who can step into a dynamic situation and provide outstanding leadership while allowing the institution time to address issues before taking on a full search.
- As leaders seek work-life balance, organizations can broaden their pool of candidates by allowing remote work. This is a big change for many organizations, yet it will entice strong candidates who may not wish to relocate to accept a new position.
- The combination of ongoing crises and disruptive business models requires leaders to simultaneously deliver positive outcomes while transforming the very institutions they lead. In turn, this requires a broader mindset, more varied skills and a more nuanced and effective use of leadership teams to span the broad range of paradoxes to manage.
- The absolute necessity of developing and retaining talented and up-and-coming leaders places a premium on professional development, coaching and mentoring and succession planning.
- Improving the overall diversity of leadership ensures that management better reflects and represents the individuals and communities they serve, leading to greater success and adherence to mission.





How Our Practice Has Adapted to Meet Client Needs

- Our clients have a dire need to fill key vacancies quickly and with exceptional leaders. We have worked hand in hand with them to accelerate the search process by encouraging aggressive schedules, interviewing and making decisions more quickly on smaller but excellent pools of candidates. We adapt our processes to suit the needs of each client.
- We have expanded our capabilities and pool of candidates in the following critical areas:
 - Advancement/Fundraising/Development
 - Diversity, Equity and Inclusion
 - Facilities/Capital Planning
 - Finance/Budget/Accounting
 - Human Resources/Talent Acquisition
 - Information Technology
 - Marketing/Public Relations/Communications
 - Operations/Support Services
 - Supply Chain/Procurement
 - Nursing (Healthcare)
 - Pharmacy (Healthcare)
 - Service Line Leadership (Healthcare)
 - Admissions, Enrollment (Education)
 - Student Health and Well-being (Education)
 - Student Success (Education)
- In many instances we have helped to place interim executives who can fill leadership gaps and provide a bridge to a permanent leader. We also work closely with our Leadership Advisory team to offer executive development and coaching opportunities.
- We work with clients to address their leadership needs of today as well as identify and grow the talented leaders who will spearhead change and success over the next 10 to 20 years. We support our clients in ensuring sustainability and long-term leadership excellence.



Professional Search Team

In the past year, our team has grown by nearly 50 percent and will continue to grow and evolve so that we may continue to serve our clients in their many leadership needs.

Kari Albers
Executive Search Coordinator
Roswell, GA

April Allen
Consultant
Louisville, KY

Ashley Buderus
Consultant
Denver, CO

Anissa Conner
Associate
Madison, CT

Nina Corsale
Executive Search Assistant
Philadelphia, PA

Jessica Cummings
Associate
Cleveland, OH

Toni Davis
Senior Associate
Atlanta, GA

Ben Haden
Principal
Medford, OR

Bernice Horne
Executive Search Coordinator
Damascus, MD

Amy Kaelin
Executive Search Coordinator
Crestwood, KY

Courtney MacKinnon
Senior Associate
Pittsburgh, PA

Lisa Meyer
Consultant
Portland, OR

Lorraine Polonsky
Executive Search Coordinator
Basking Ridge, NJ

Diane Smith, R.N., B.S.N.
Consultant
Philadelphia, PA

Kati Sweeney
Senior Associate
Portland, OR

Jennifer Tomasch
Executive Search Coordinator
Chardon, OH

Eleanor Vogelsang
Associate
San Jose, CA

Kyle Wiederhold
Principal
Auburn, AL

Sarah Williams
Strategic Sourcing Specialist
Louisville, KY

Roxana Woudstra
Associate
Burlington, MA

Bobbie Young
Strategic Sourcing Specialist
Louisville, KY

Jeffrey Schroetlin
Managing Partner and Practice Leader
Chicago, IL

Elaina Genser
Managing Partner and Practice Leader
San Francisco, CA



WittKieffer

wittkieffer.com/services/professional-search