



THE EXECUTIVE LEADERSHIP COUNCIL
The Power of Inclusive Leadership

GLOBAL LEADERSHIP EXCELLENCE



ELC – WHO WE ARE

- ❖ Global organization comprised of current and former black CEOs, senior executives, board directors, entrepreneurs, and thought leaders
- ❖ **700+** members across US, UK, Europe, and Asia representing over **200** Fortune 1000 and Global 500 companies



ELC VISION STATEMENT

The Executive Leadership Council is the preeminent member organization for the development of global black leaders.

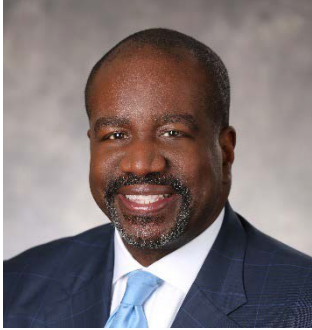


ELC MISSION STATEMENT

The Executive Leadership Council's mission is to increase the number of successful black executives — both domestically and internationally — by adding value to their development, leadership, and philanthropic endeavors throughout the life-cycle of their careers thereby strengthening their companies, organizations, and communities.



ELC BOARD OFFICERS AND DIRECTORS



Orlando Ashford
Chair



Donna Wilson
Vice Chair



Jeff Webster
Secretary



Greg Deavens
Treasurer

Officers

Orlando Ashford, Holland America Line

Donna Wilson, Johnson & Johnson

Jeff Webster, Exxon Mobil Corporation (*retired*)

Greg Deavens, Independence Health Group

Directors

Crystal E. Ashby, BP (*retired*)

Chloe Barzey, Accenture

Julia M. Brown, Carnival Corporation & plc

Leilani M. Brown, Starr Companies (*retired*)

Billy Dexter, Heidrick & Struggles

Thomas Harvey, AT&T

Marc Howze, Deere & Company

Gale King, Nationwide

Arlene Isaacs-Lowe, Moody's Investors Service

Tonie Leatherberry, Deloitte

Kenneth B. Robinson, Exelon Corporation

Sharon C. Taylor, Prudential Financial, Inc. (*retired*)

Gerri P. Thomas, Bank of America (*retired*)

Ex-Officio Directors

Rhonda R. Mims, Immediate Past Chair, WellCare Health Plans, Inc.

Skip Spriggs, ELC President and CEO



ELC LEADERSHIP: SKIP SPRIGGS, PRESIDENT AND CEO



Skip Spriggs is President and CEO of The Executive Leadership Council, the preeminent membership organization for black CEOs, board directors, and senior most executives at Fortune 1000, Global 500, and equivalent companies. He leads the organization's efforts to fulfill its mission of increasing the number of global black executives in C-Suites, on corporate boards, and in global enterprises while building an inclusive business leadership pipeline that empowers global black leaders to make impactful contributions to the marketplace and their communities.

Mr. Spriggs has served in senior business roles at several Fortune 500 companies across diverse industries over the last 25 years. He most recently served as Senior Executive Vice President and Chief Human Resources Officer at TIAA, where he led all aspects of human resources strategy and execution for the company's global workforce. He joined TIAA from Boston Scientific, where he was Chief Human Resources Officer and a member of the Executive Management Team.

Mr. Spriggs has held executive leadership roles at The Home Depot, Levi Strauss & Co., and CIGNA Corp., where he served as Senior Vice President of Human Resources, Chief Diversity Officer, and President of the Cigna Foundation. He started his career in human resources with United Parcel Service.

Mr. Spriggs is currently a member of the boards of TIAA, FSB (TIAA Direct), Savannah State University's College of Business Administration, and the Institute for Corporate Productivity. He serves on the human resources advisory board for the University of South Carolina's Moore School of Business. He holds a bachelor's degree in business administration from Towson University.



ELC STRATEGIC OBJECTIVES AND OUTCOMES

Increase ELC membership to 1000 to reflect the Global 1000 enterprises

Be recognized as the most reputable source regarding advocacy for full inclusion as it relates to black constituents & other minority groups

Increase the number of global black executives serving in CEO positions, and those one and two levels below, by a net addition of at least one in each Fortune 500 company

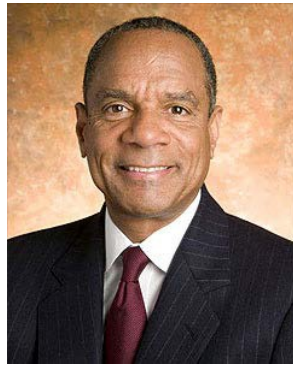
Develop a robust pipeline of global black corporate leaders through education, training and scholarship programs and double our scholarship giving

Increase the number of seats held by global black executives on the boards of publicly traded companies by 200

Build global recognition of the ELC brand through our members and partnerships



ELC MEMBERSHIP CRITERIA AND BLACK CEO MEMBERS



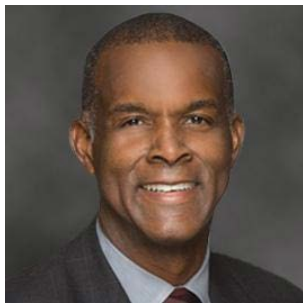
Senior-level executive within three levels of the enterprise-wide CEO from a Fortune 1000/Global 500 corp. or equivalent with annual revenues of \$1.2B

Senior-level executive at a top tier professional services firm or equivalent



Board Director from a Fortune 1000/Global 500 corp. or equivalent with annual revenues of \$1.2B)

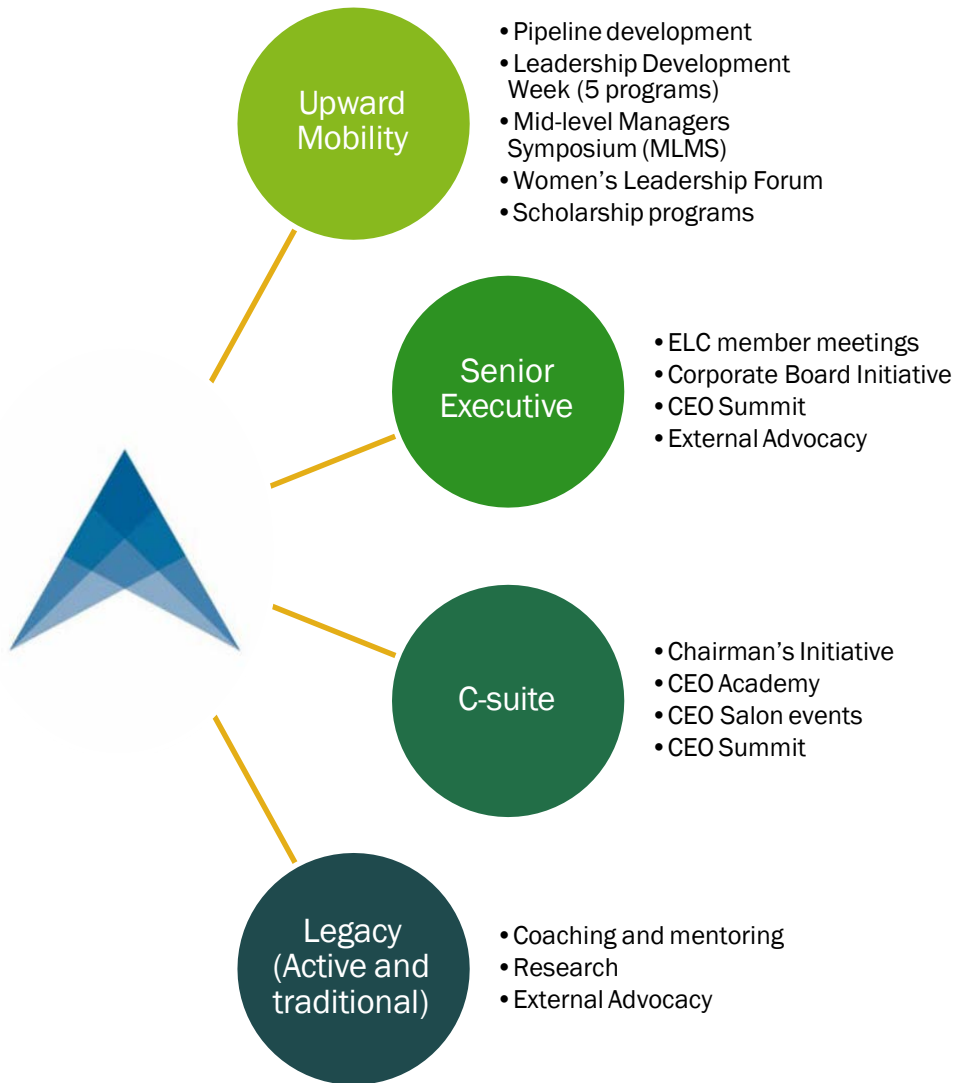
Entrepreneur at top tier independent enterprise



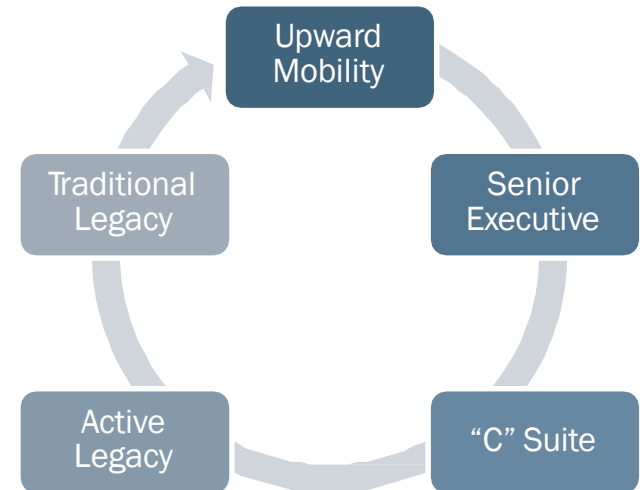
Recognized thought leader/senior-level academic leader (i.e. College/University President, Chancellor, Provost or Dean)



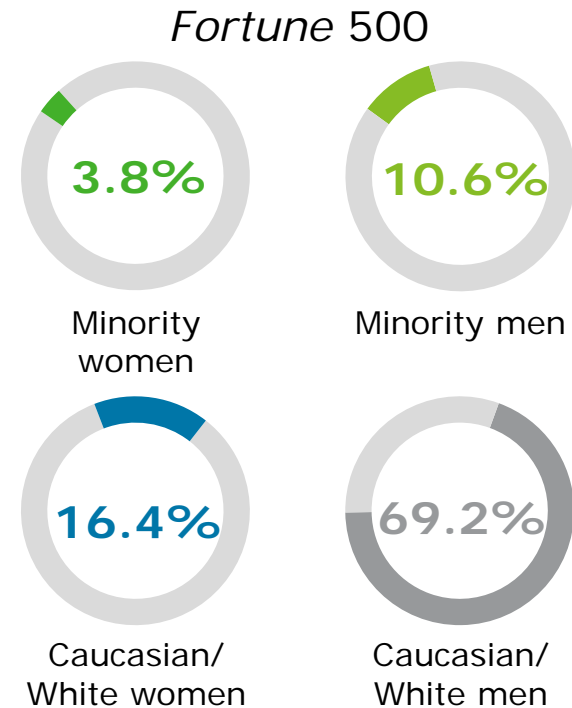
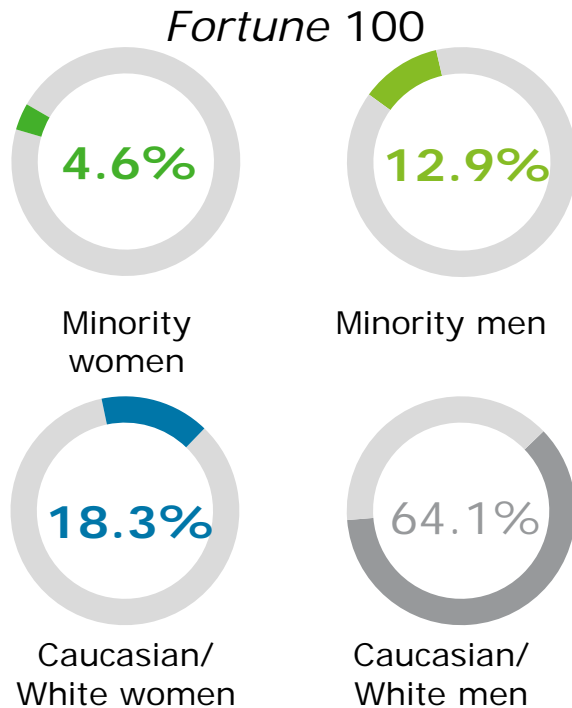
ELC PROGRAMS AND OFFERINGS ACROSS ALL CAREER LIFECYCLE STAGES



LIFECYCLE STAGES: TRANSITION IMPACTS EVERYSTAGE



On the basis of gender and minority status, Caucasian/White men hold the highest number of boardroom seats and minority women hold the fewest



↑ Representation of minorities and women reached **35.9%** in 2016, an increase from 32.1% in 2012

↑ Representation of minorities and women reached **30.8%** in 2016, an increase from 26.7% in 2012

The *Fortune 100* board diversity growth is outpacing the *Fortune 500* board diversity growth.

CBI Overview

- The ELC's CBI program looks to enhance the preparedness of black executives for service on corporate boards
- The ELC partners with key sponsors – Heidrick & Struggles and EY – to identify smaller groups of ELC members for corporate board training and networking opportunities that will position them as candidates for corporate board directors.
- CBI utilizes a series of regional panel discussions, networking receptions and other relevant events to educate cohort members, ELC members, and guests on a variety of topics relative to corporate board service.



SPONSORED BY



HEIDRICK & STRUGGLES



Purpose and Goals

- Develop & position The ELC as the best resource for corporate board talent
- Raise the executive visibility of ELC members as potential board candidates
- Create opportunities for strategic exposure & showcasing ELC members' expertise
- Establish monitoring systems for tracking ELC member and black director board placement



ELC CORPORATE BOARD INITIATIVE: HOW WE DO IT?



Board Placements

- ELC members have secured a total of 226 corporate board seats since the launch of the CBI program in 2011 (*not net total*)
- This surpasses The ELC's goal to increase the number of black board seats by at least 200 by 2017
- Combined, ELC and Non-ELC black board candidates secured a net total of 250 corporate board seats since 2011

Board/Executive Search Engagement

- Since ELC began its efforts to support corporations, non-profits and executive search firms identify candidates for opportunities in 2013, we have provided candidates for over 320 executive searches:
 - 163 Board Director Searches
 - 160 Senior Executive Searches



ELC conducted 25 total board searches this year

- In 2018, we saw a net increase of 51 Black Director held seats on corporate boards
- 24 ELC board seats
- 27 Non-ELC board seats

40 ELC members have earned 46 board seats

- 35 are corporate (76%)
- 5 are non-profit(11%)
- 6 are federal/other (13%)
- 25 male ELC members secured 29 board seats
- 15 female ELC members secured 17 board seats



ELC Member Board Placements

The ELC has helped to place members on boards as a result of search requests that we have received and provided candidates for consideration. This includes, but is not limited to, the following:

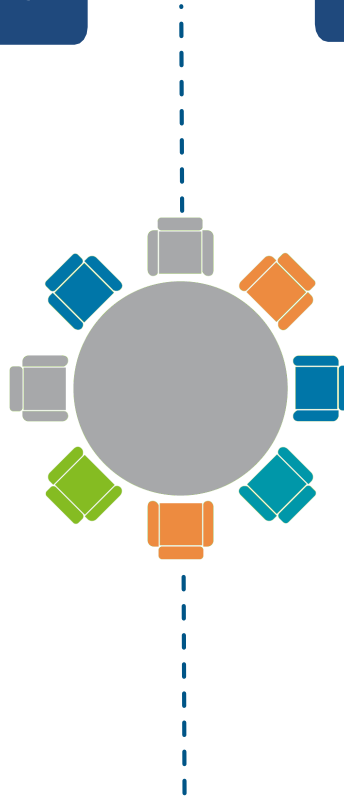
- Rodney Adkins (Grainger)
- Susan Chapman (Potbelly Corporation)
- David Bozeman (Weyerhaeuser)
- Ron Parker (CT Partners)
- Jacky Wright & Xavier Williams (Make-a-Wish Foundation)
- Sheila Talton (Sysco Corporation)
- Nathan Cabbil (Earnest Bros Logistics)
- Rudolph Wynter (Ascendant Group Limited)
- Janice Innis-Thompson (Bridge Builder Mutual Funds)



Board Diversity Challenges and Opportunities

Challenges for Board Diversity

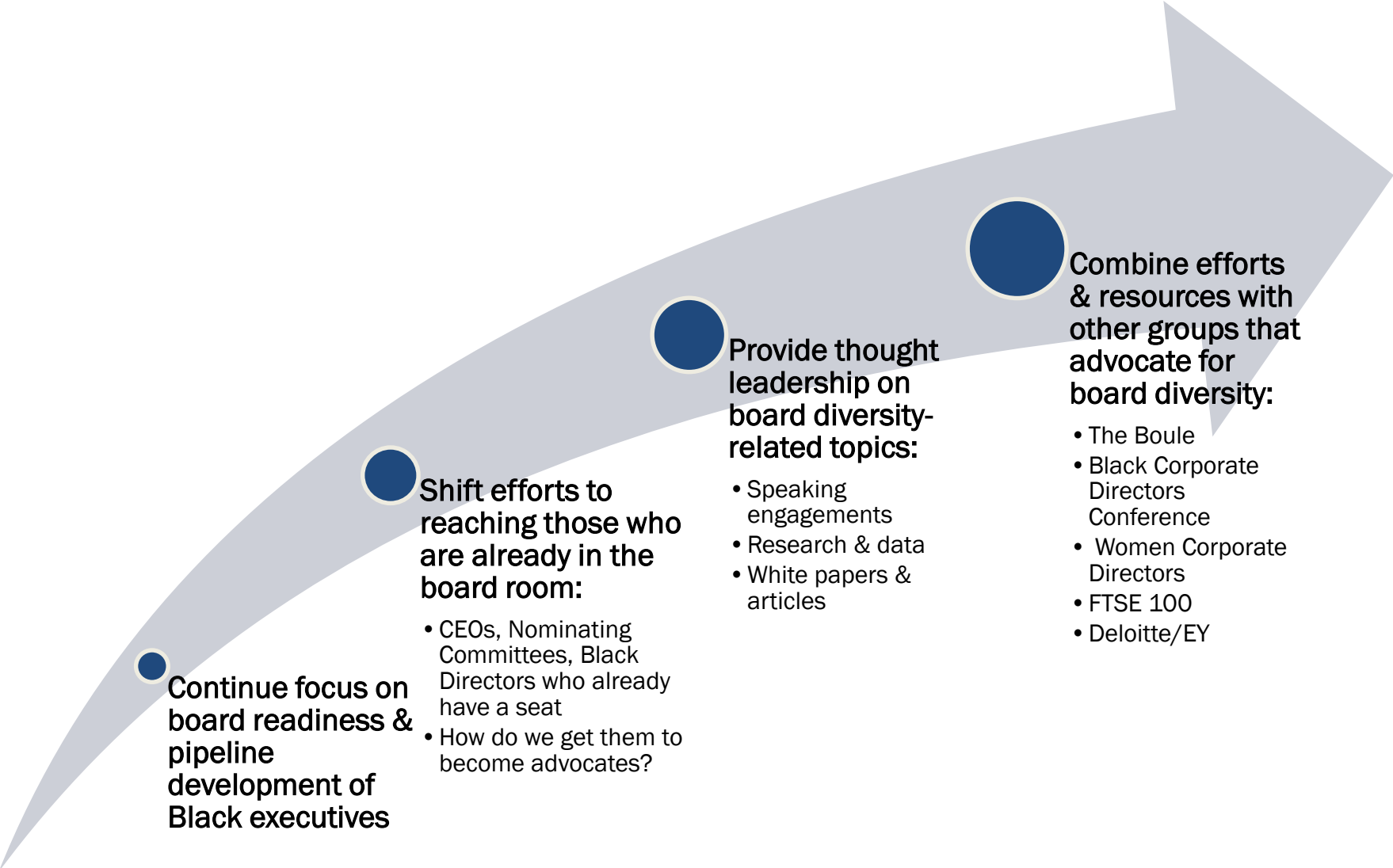
- ❖ Almost all *Fortune* 500 boards do not impose term limits
- ❖ Average tenure length is increasing resulting in less open board seats to fill
- ❖ Average board retirement age is consistently rising, inhibiting refreshment



Opportunities for Board Diversity

- ❖ Diversity brings a range of skills, experiences, and perspectives that can safeguard against new emerging threats
- ❖ It is important for boards to be comprised of individuals that understand and represent their customer base
- ❖ It is socially imperative to employ diversity and the *Fortune* 500 has a unique opportunity to set the standard





Continue focus on board readiness & pipeline development of Black executives

Shift efforts to reaching those who are already in the board room:

- CEOs, Nominating Committees, Black Directors who already have a seat
- How do we get them to become advocates?

Provide thought leadership on board diversity-related topics:

- Speaking engagements
- Research & data
- White papers & articles

Combine efforts & resources with other groups that advocate for board diversity:

- The Boule
- Black Corporate Directors Conference
- Women Corporate Directors
- FTSE 100
- Deloitte/EY





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