

# Getting to CEO - Insider knowledge to help you get there.



Presented by

Harris Hill Executive Search

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bringing remarkable people together

## Speakers:

Aled Morris - CEO, Harris Hill Ltd

Olga Johnson - MD, Harris Hill Executive Search

## Guest Panel:

Richard Hawkes - CEO, Scope

Nadine Nohr - Chair, Everychild

Lyndall Stein - Former CEO, Concern UK

# CEOs represent all aspects of the charity sector:

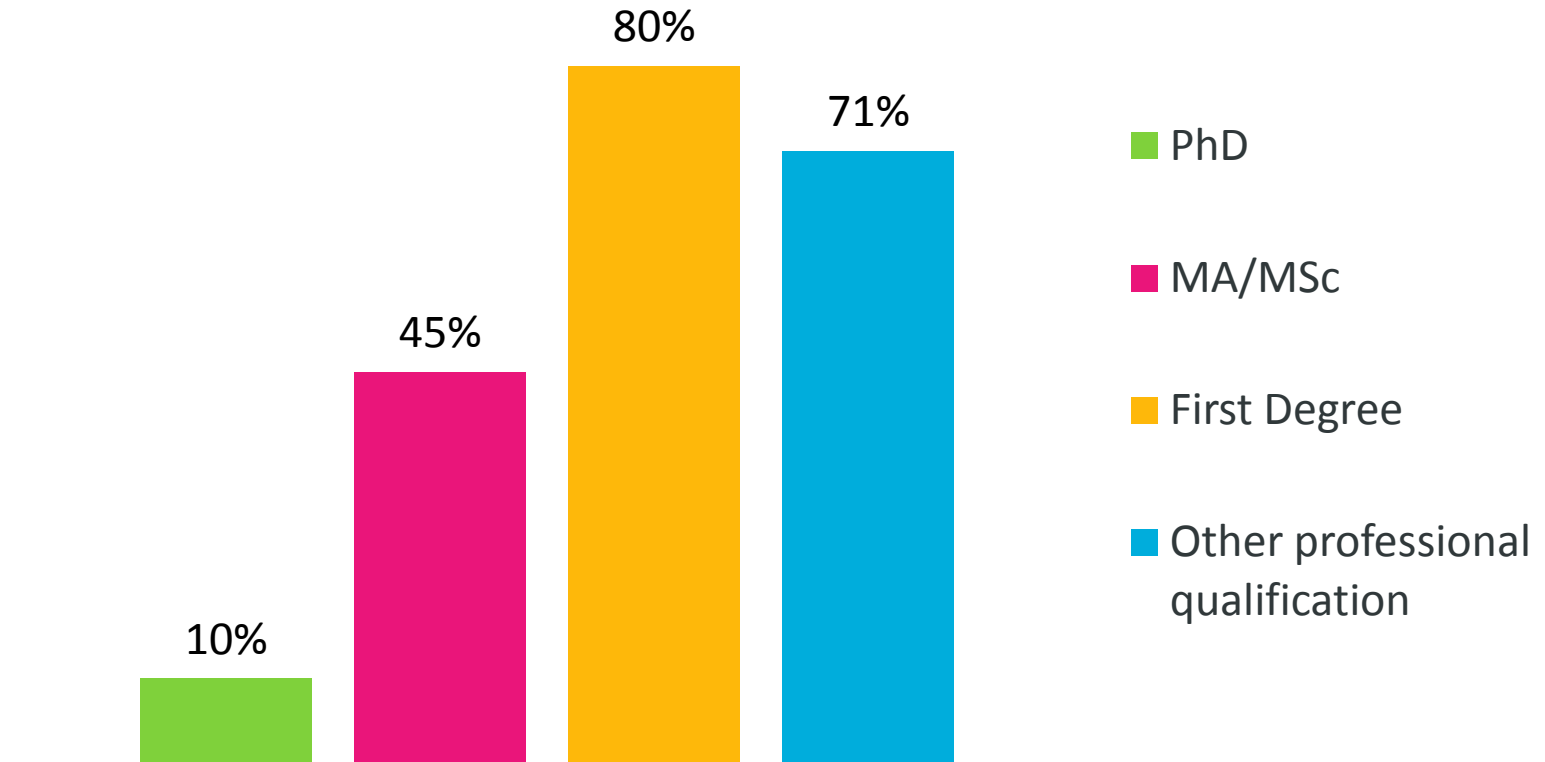
- 48% from medical research / healthcare / disability
- 5% international development
- 10% grant-making
- 5% housing / homelessness



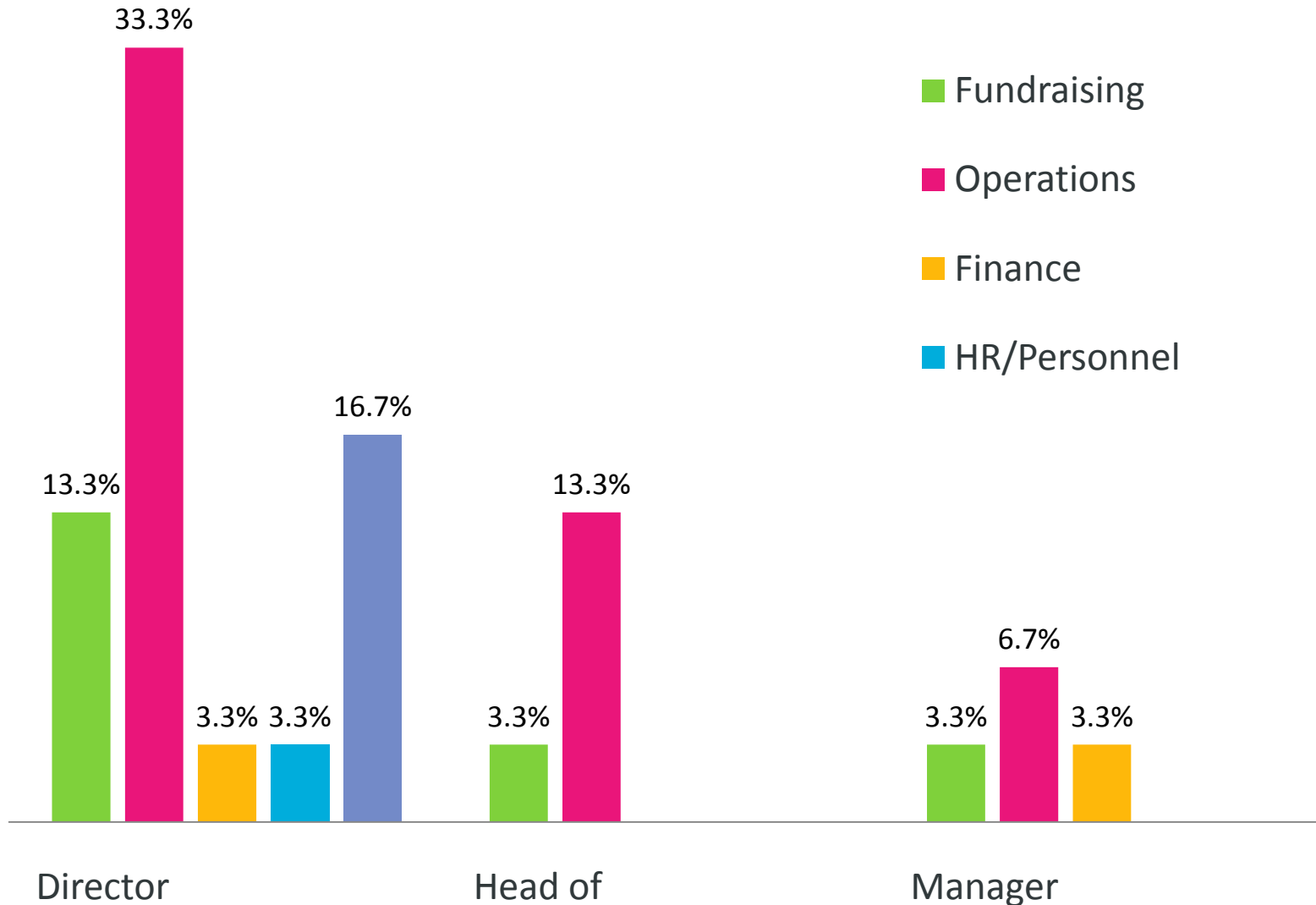
# Demographics

- Age of respondents
  - 28.1% are 46-50
  - 15.6% are 51-55
  - 18.8% are 56-60
- 1.6% are disabled
- 50% are female
- 96.9% are white

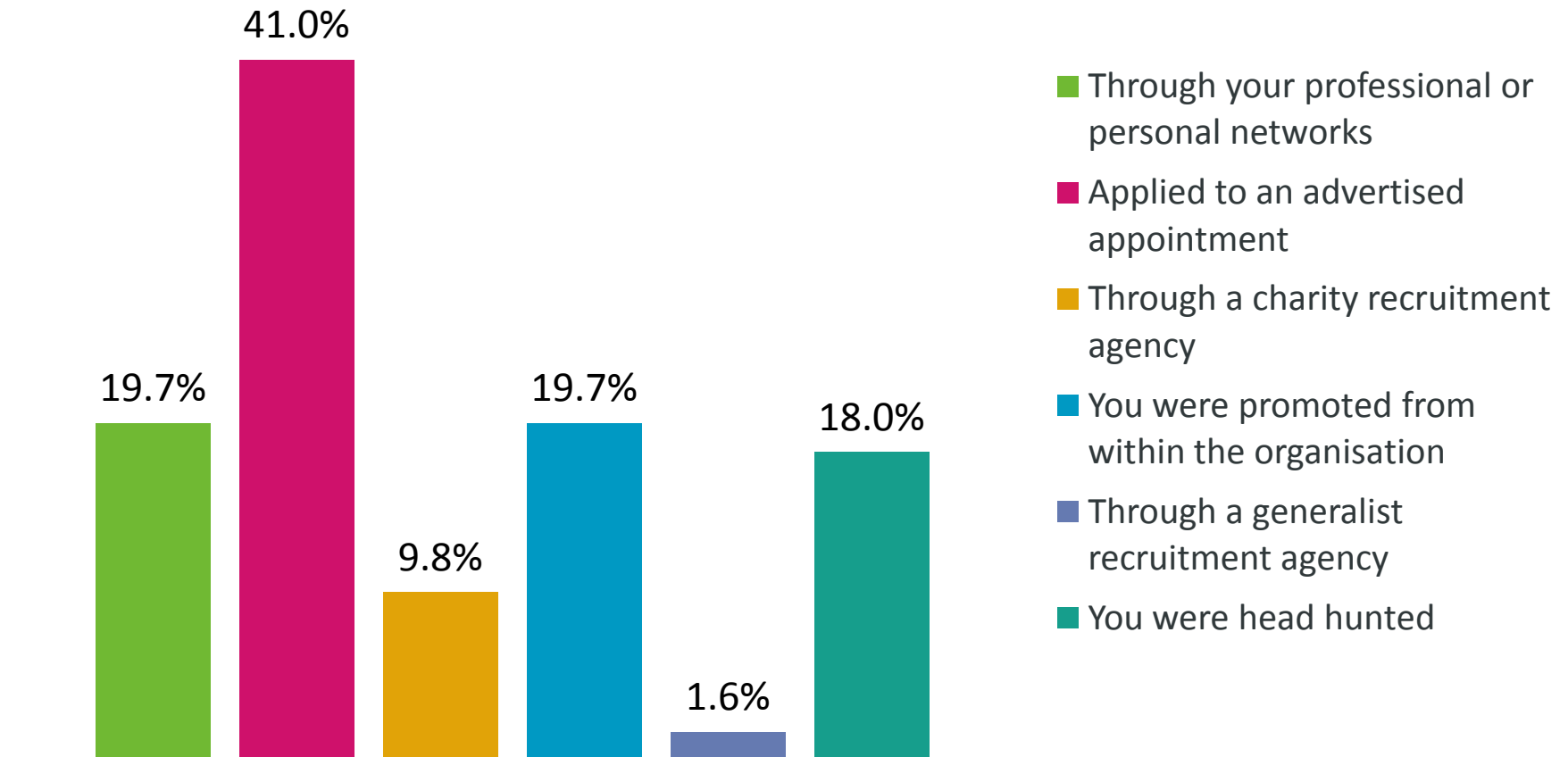
# Which of the following qualifications do you have?



# Before you took up your current CEO position, what was your previous role?



# How did you find your current position?



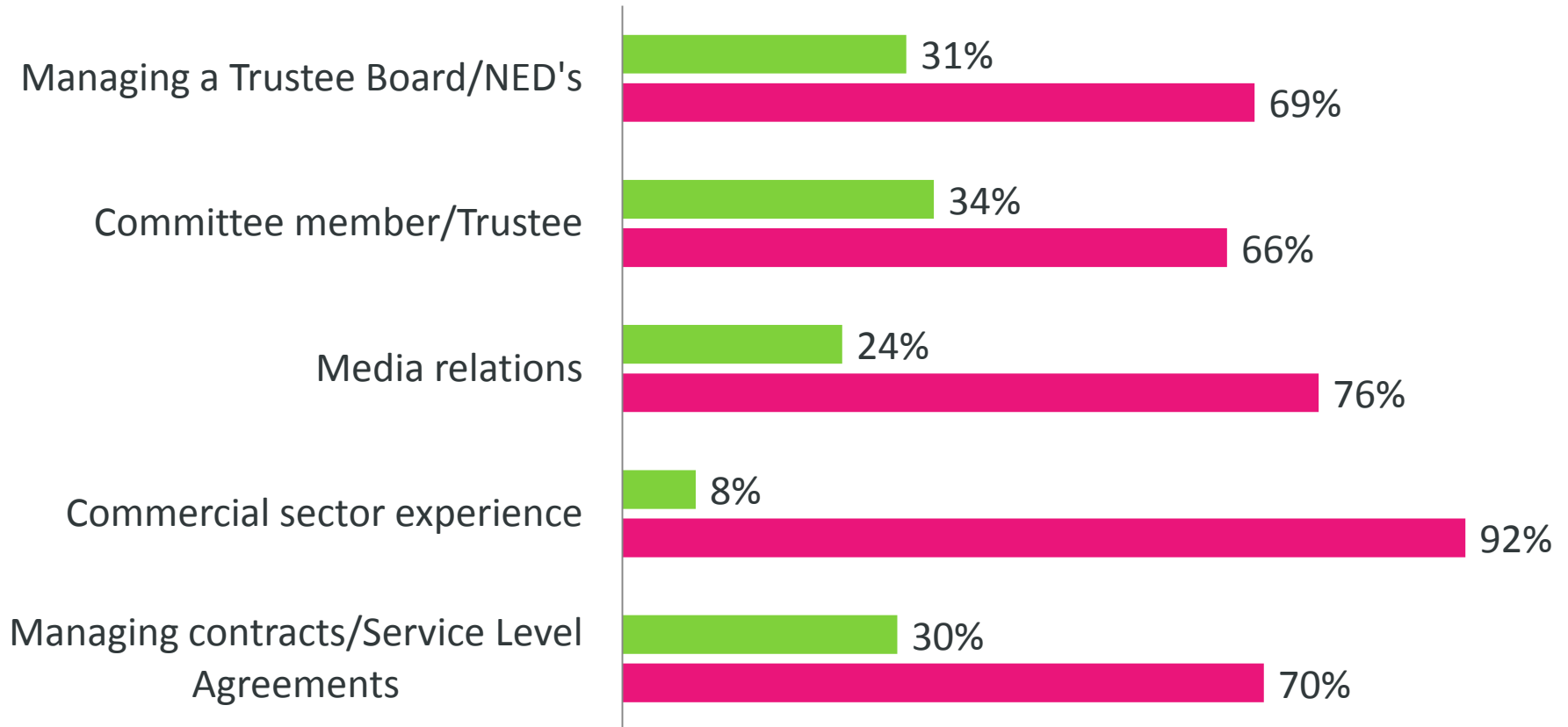
# In your view, how important is it for an aspiring CEO to have acquired the following skills, knowledge and experience before taking up their first CEO role?

■ Essential   ■ Helpful but not essential



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# What are the top three challenges for someone in their first CEO position?

1. Developing a strong relationship with and managing the Trustee Board
2. Establishing credibility with the SMT team
3. Income generation

Top three challenges – what CEOs said in detail:

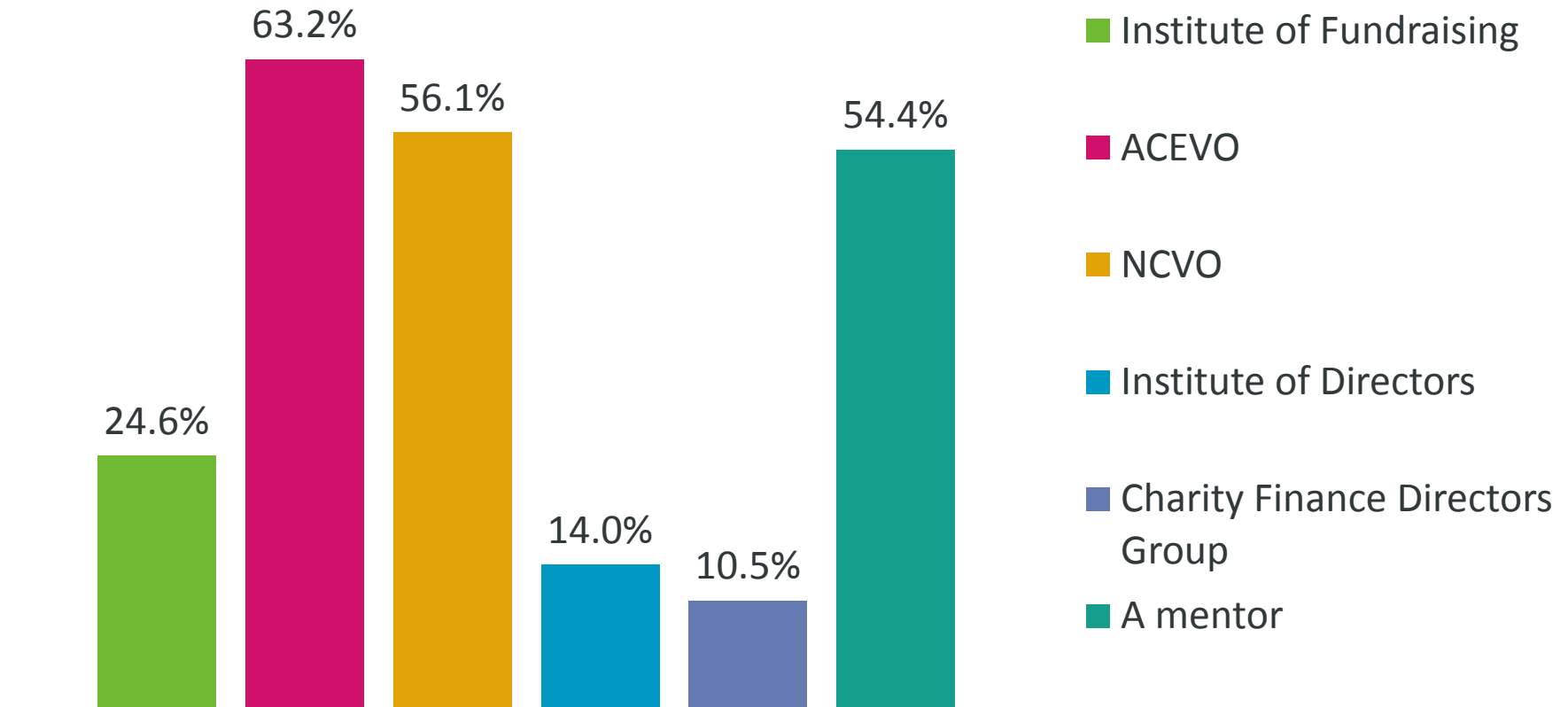
“Loneliness – for the first time you have no peer group”

“Managing staff who have a preconceived idea of the CEO role – and how it relates to them”

“Securing new funding – money talks!”

“Battling with history”

# To help you in your current role, have you accessed information or support from any of these external sources?



What advice would you give to someone who is looking for their first CEO role?

1. Get Board / Trustee experience
2. Gain broad-based experience – lead on organisational projects
3. Work with a coach or mentor
4. Talk to head hunters – they know the market

What advice would you give to someone who is looking for their first CEO role?

5. Strengthen your financial, strategic and people management skills
6. Look for a role that you're passionate about
7. Behave like a CEO before you become one

What advice would you give to someone who is looking for their first CEO role?

8. Raise your profile – network, write articles, speak up
9. Really know your strengths and weaknesses
10. “Ring Olga!”

“As a fundraiser, I looked at stats, ROI and analysed figures and trends”

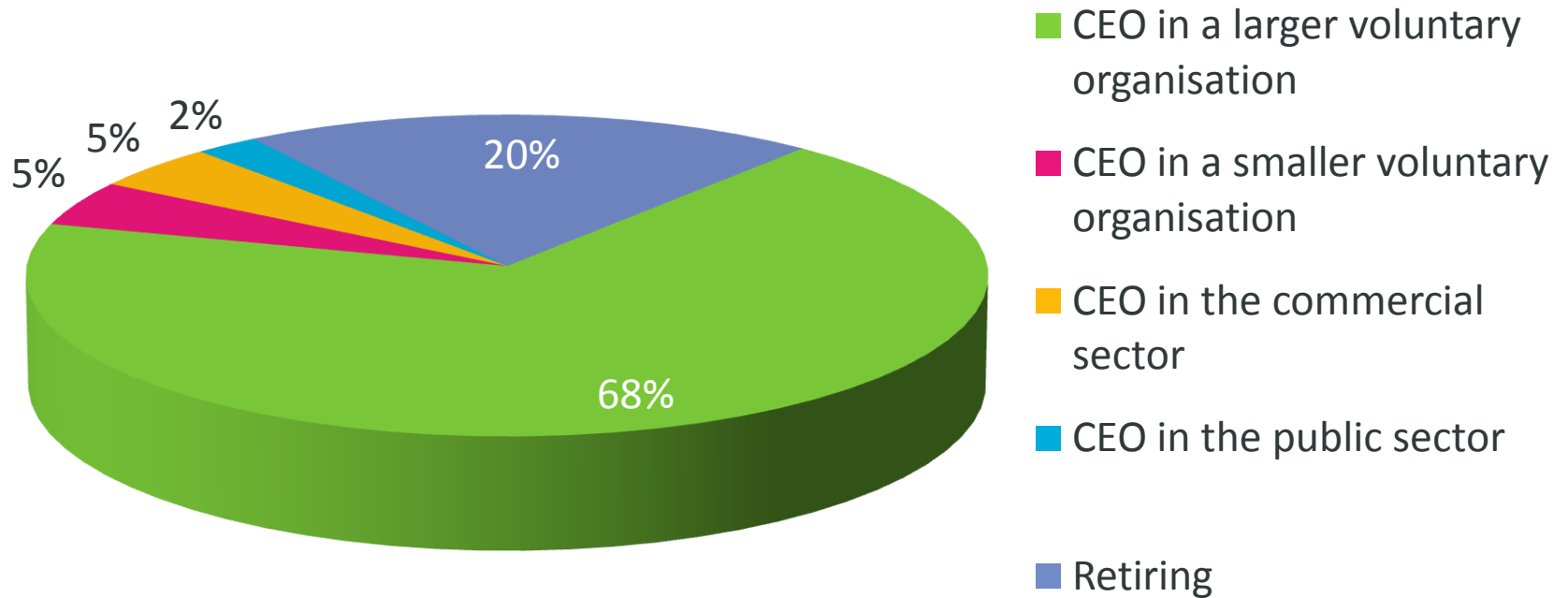
“Fundraisers understand the importance of long-term investment and building loyalty”

“Build SMT as a team not a group of departmental heads”

“Ensure you have a small team of people who deliver – part-time excellence is better than full time mediocrity”

“The havoc school of theory! When I arrived I thought there was only one hole in the dyke, but there were 10!”

# Looking to the future, how do you see your career developing in the next 5 years?



Thank you for coming  
today and good luck!

For more information,  
please contact

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