



*On behalf of our client, **Integrated Benefits Institute**,  
Chandler Group Executive Search is conducting a search for the next*

## **PRESIDENT**



**CHANDLER GROUP**  
EXECUTIVE SEARCH

### **STEVE TIGHE**

Partner | Western Region Practice Group Leader  
stighe@chandgroup.com  
(612) 247-8842

## FAST FACTS

### Location

- San Francisco, CA

### Board of Directors

- 35 Members
  - Members represent a blend of fortune 100 employers and multiple vendors with disciplines in multiple employer segments
- 7 Executive Committee Members
  - Chair (1)
  - Treasurer (1)
  - Vice Presidents (3)
  - Staff Officers (2)

### Budget

- Over \$2M

## THE ORGANIZATION

### Overview

The Integrated Benefits Institute's work emphasizes that healthy, productive employees promote healthy business.

As the leading research organization in health and productivity, the Institute provides the data, research and tools professionals need to make sound decisions in how they invest in the health of their workforces. Since its inception in 1995, IBI has been an independent non-profit serving nearly 1200 members – the companies that provide health and productivity services and the companies that implement health-related programs to benefit their employees and their business.

### Research

IBI is dedicated to research that showcases:

- **Business value of workforce health.** Linking workforce health to employee lost time, performance and business metrics.
- **Better measurement.** Improving measures of absence, health-related job performance and their financial impacts on employers.
- **Practical evidence.** Demonstrate what's working in the field through regional and virtual events, and employer case studies.
- **Employee engagement.** Showing how employee engagement and the context of the workplace influence health, cost and productivity outcomes.

IBI also built and maintains the country's largest database of national, standardized benchmark metrics that crosses occupational and non-occupational boundaries including FMLA, STD, LTD and WC. The database contains claims data from 14 Data Consortium members representing 50,000+ employers, 4.5+ million claims and 800+ industry group codes.

IBI currently has the largest membership in their history with nearly 1200 corporate sponsors, including over 1,080 employer organizations and 70% of the Fortune 100. IBI members employ 20M workers throughout the United States. The organization continues to maintain a financially sound balance sheet. IBI's thought leadership on health and productivity is clear: in this past year IBI was mentioned more than 500 times in various press outlets, and had more than 460 attendees at their 2016 Annual Forum. Each year, IBI staff publish approximately 25 original research reports and additional resources to help business leaders and policy-makers recognize the competitive advantage of a healthy workforce.

Additional information about IBI is available at: <https://www.ibiweb.org>

## **THE POSITION**

### **Overview**

The President will report to the Board of Directors and be responsible for developing and leading IBI's mission and programs. This will include leading a team of researchers and analysts, and overseeing creation of intellectual capital. In this role you will also provide leadership in growing the IBI's membership, both in terms of employers and suppliers.

### **Primary Roles of the Position**

Specific areas of responsibility and accountability include:

#### **Financial**

- Primary accountability for creating and executing an annual budget and overseeing the financial health of IBI. This includes growing existing revenue streams and identifying new revenue opportunities to balance growth and mitigate financial risk. The President will also make investment recommendations to the Board for surplus funds. This position also sets compensation and bonus metrics for all IBI staff and provides recommendations to the Board for the total compensation and benefits provided to IBI employees.

#### **Professional Excellence**

- Act as the senior strategic advisor on IBI research, tools and projects including:
  - Assessment of employer needs
  - Alignment with IBI's mission and objectives
  - Adherence to industry standards for research and analysis including peer-review publications
- Provide final authorization on new tools and research based on IBI Research Committee, staff and Board input.
- Provide thought leadership and guidance for the development of health and productivity research strategies, partnerships and industry trends.
- Ensure appropriate governance and work quality process are adopted on all work carried out.

#### **Members and Media Relations**

- Develop plans for continuous membership growth ensuring balance between employer and supplier memberships and secure growth in line with targets set by the Board.
- Develop strong relationships with IBI members to ensure a deep understanding of their needs and expectations for IBI.
- Mentor staff to become effective spokespersons for IBI.
- Establish a membership value report card for all Stakeholder and Charter members and maintain regular and ongoing communication with sponsoring members.
- Work with staff to develop a media plan including website enhancement, social media, national publications and speaking engagements.
- Oversee growth in annual IBI Forum content and attendance, and ensure Forum is viewed as a preeminent national conference on health and productivity.

- Identify opportunities to partner or align with other organizations involved in the health and productivity industry to leverage research development or new intellectual capital benefiting IBI and member companies.

### **People**

- Develop and execute on strategic staffing plans, including all people processes (e.g., recruiting, training and development, goal setting and performance management, employee engagement and satisfaction and compensation/bonus recommendations).
- Support diversity and inclusion goals and initiatives.

### **Working Relationships**

The President reports to the Board of Directors.

## **THE IDEAL CANDIDATE**

The ideal candidate for this position is an executive with a sound background in healthcare and other fields related to employee health such as absence, productivity and disability.

S/he should be a confident and energetic leader with a balance of creativity, strategic thought, compassion and strong operational and financial acumen.

The work for this position is primarily performed in an office environment, but the incumbent will be required to meet with various departments/agencies, business and community groups, the public, and outside vendors.

A minimum of seven years in a senior management position. The following qualities would be exemplified by the ideal candidate:

### **Leadership**

- Proven ability to develop and lead a superior performing, collaborative professional organization that strives for continuous improvement and a passion and commitment to delivering the highest quality services to the community and members.
- Critical ability to create alignment and engage a diverse group at all levels and work toward common goals.

### **Management Skills**

- Ability to effectively communicate research, data and results into meaningful business information.
- Experience leading and managing complex projects, collaborative efforts and community initiatives.
- Inspire competent staff to move/act to build an engaged environment.
- Includes strategic planning participation, organizational development, leadership, program and financial management.

- Considerable operations experience in a complex and dynamic organization with demonstrated financial acumen including the ability to use financial data as an aid in problem solving.

#### **Cultural Competence/Diversity**

- Supports and promotes an environment that holds opportunities for all, regardless of race, gender, sexual orientation, culture, and age.
- Enthusiastically works with all employees at all levels, capitalizing on their strengths.
- Actively seeks opinions and ideas from people of varied background and experiences to improve decisions.

#### **Personal Attributes**

- Strong interpersonal competencies, effective one-on-one and group communication skills, and a capacity to build and maintain respectful and trusting relationships with members and staff.
- High ethical standards and integrity with the ability to earn the respect of others.

In addition, the successful candidate will possess the following:

- Proven ability to generate revenue in either the non-profit or corporate space.
- Track record of managing organizations and leading teams.
- Significant experience and passion for the role of employee health and productivity in business success, preferably gained in a consulting, insurance carrier, employer, or researcher role.
- Track record of developing new intellectual capital/tools and serving as a thought leader who can develop strategies on health and productivity approaches in the market place.
- An executive presence with polished and well developed written and oral communication skills.
- Superior ability to influence and collaborate with employers, suppliers, partners and staff, and work across all levels of an organization.
- Proven ability to recognize and diagnose issues and leverage the resources to address challenges.
- Flexibility with regard to travel that can range from 30 to 50%.

#### **Educational Requirements**

A Bachelor's degree is required and a Master's degree is highly desirable.

## THE SEARCH FIRM

Chandler Group Executive Search is a retained executive search firm committed to serving clients throughout the country by providing a world-class experience for clients, candidates and their families. We work with our clients to identify, assess, and recruit leaders and boards to meet the changing demands of our clients' organizations and businesses.

We have been recognized locally and nationally as a top-ranked executive search firm. Over the past three decades our team has earned accolades by working with clients to recruit top talent and build strong management teams to achieve their goals.

We measure our long-term success through the contributions and achievements of our placed executives.

We serve our clients from our offices located in Minnesota, Ohio, Oregon and Arizona.

“Our passion and commitment to clients and candidates form the foundation of our partnership with you.”



### TO LEARN MORE

To learn more about this position, please contact Steve Tighe (contact information listed on the cover page).

To apply, please send your resume to [cespenson@chandgroup.com](mailto:cespenson@chandgroup.com).

All inquiries will remain confidential.