



Dennis C. Miller

Executive Search • Nonprofit Leadership & Board Performance

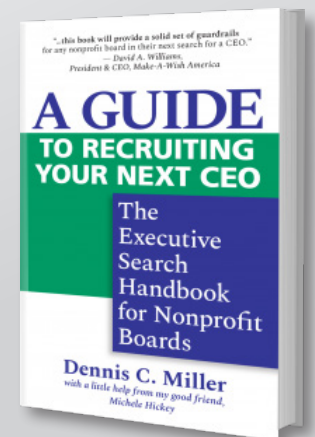
EXPERTS IN NONPROFIT LEADERSHIP SEARCH

What Distinguishes DCM?

The distinction between us and other search firms is that we are experts in nonprofit CEO and other nonprofit leadership C-Suite searches. What also differentiates DCM from any other competitor is that all of our search consultants have been either CEO's, Board Chairs, Philanthropy Executives or Educators. We have been in your shoes!

DCM specializes in executive search projects representing a wide variety of nonprofit sectors, including business and professional trade associations, human service organizations, healthcare, community building, faith-based and social impact organizations. We have a well-established search process that is intended to exceed expectations with highly qualified candidates and a smooth onboarding experience.

DCM also provides a wide range of board and leadership performance coaching including organizational and strategic assessments, retreat facilitation, online board and leadership courses, workshops and other educational tools and leadership succession planning for the entire organization.



Dennis C. Miller, the President of Dennis C. Miller Associates, Inc., is a nationally recognized executive search consultant, board & nonprofit leadership performance coach with more than thirty-five years of experience working with nonprofit board leadership and chief executives across the country. Dennis is also an expert in board governance, leadership development, philanthropy, and succession planning. In addition, Dennis is a successful author including his most recent book, *A Guide to Recruiting Your Next CEO: The Executive Search Handbook for Nonprofit Boards*. Dennis' experience working with hundreds of nonprofit organizations has provided him with the knowledge and insights to understand the competencies required of today's nonprofit leadership.

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The DCM Team



Michele Hickey, *Executive Vice President*, is integral to all aspects of the firm's operations and client services, including executive search services, leadership assessment and development, online high-performance board and leadership courses and communications and marketing. She brings to the firm more than 25 years of experience as a nonprofit professional with an extensive background in philanthropy, education, and the arts. Michele has worked with Dennis C. Miller on client projects since its founding in 2005. According to Dennis, "Michele is the reason our firm's growth and success has been made possible. She's incredibly talented and enthusiastic and has been a tremendous asset to myself and our clients."

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Joseph F. Duffy, *Senior Vice President*, an experienced search consultant and award winning author, has over 40 years of nonprofit and for-profit board member experience both locally and nationally including being an officer and committee chair. He is the retired President of Catholic Charities in the Diocese of Paterson, New Jersey and where he also served as Executive Director of Straight & Narrow, Inc., the largest comprehensive drug, and alcohol treatment program in New Jersey. Prior to his work at Catholic Charities, Joe worked for 21 years in healthcare administration at St. Joseph's Regional Medical Center in Paterson. Joe is also a peer reviewer for the Council on Accreditation (COA) conducting accreditation reviews across the US and Canada.

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Susan Hairston, *Senior Vice President*, is a deeply committed civic leader with more than 24 years in leadership roles at large grant-making foundations including directing the Ford Foundation's \$450 million annual grant-making operations team. Susan has deep roots in education and the nonprofit sector. She brings a wealth of experience inspiring leaders, solving complex problems, and translating government and foundation expectations to nonprofit and constituent success. Her extensive network and proven results drive positive change with every engagement. She is very passionate and committed to strengthening nonprofits that serve marginalized communities.

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Gregory Nielsen, *Senior Vice President*, is an experienced nonprofit CEO and consultant committed to helping leaders and organizations excel. He is a frequent public speaker on nonprofit leadership and governance. Gregory previously served as CEO of the Center of Nonprofit Excellence in Kentucky, expanding the reach of the organization to serve more than 500 nonprofit organizations through consulting and professional development. During this time, Gregory also helped launch Destination: Excellence, a 6-month leadership development program for nonprofit executives and Circles of Excellence, a peer-to-peer learning program for nonprofit leaders.

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Allan L. Weisberg, Senior Vice President, is a highly successful Executive Coach, Consultant and Advisor to many of the top for-profit and nonprofit organizations around the world. His clients include organizations in pharmaceuticals, healthcare, legal, financial and many nonprofit organizations. Consistently, he has helped individuals and organizations achieve outstanding and sustainable results. Allan “refired” this part of his career after a very successful corporate career in Human Resources, Leadership Development and Learning. Notably, he spent over 30 years with Johnson and Johnson, where he was Vice President of Human Resources at Ethicon Inc. for 8 years and later Chief Learning Officer for the Corporation worldwide.



William David Neigher, Ph.D., Senior Vice President, Dr Neigher is a community psychologist specializing in strategic planning, program development, evaluation research and leadership development. Bill’s expertise is supporting vision, strategy and results for non-profit organizations, business and industry. His publications include more than 50 books, chapters, and scientific journal articles. He received the Distinguished Contribution to Practice in Community Psychology award from the American Psychological Association’s Division of Community Psychology.

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DCM has a five-stage process for conducting each client’s executive search needs

1. Analyze the strategic challenges and the role that the new position will need to play in addressing them. We work very closely with boards to identify the skills and experience needed for the position and develop a comprehensive customized position and candidate profile for each client’s approval.
2. Conduct a targeted search into organizations and sectors to identify individuals with the relevant skill sets, competencies and qualifications required by each client. Develop a list of qualified prospects for consideration.
3. Approach potential candidates to test their interest in the new position, communicate the strengths of the client organization and persuade strong candidates to consider the new opportunity.
4. Present the most qualified candidates after conducting in-depth interviews, reference checks, personality assessments and evaluations that best match the position profile developed in stage one.
5. Complete the search and provide onboarding support during the initial phase of the candidate’s tenure.

DCM Client Search Testimonials

We believe selecting the organization's leader is one of the most critical challenges a Board of Trustee can undertake. For many reasons, we knew it was best to engage a specialist to assist us. Working with Dennis and his team was a valuable experience for us. His team provided the experience and processed approach to help us achieve our goals. They provided the experience and reach that we needed to ensure we identified the right person to replace our retiring CEO. Our search committee was very impressed with the depth and diversity of candidates we met through the process. After meeting with Dennis's top tier of candidates, we knew that Kiran Gaudio, our Chief Operating Officer, was the right person to lead United Way and build on the strong foundation established by John Franklin. Dennis was readily available throughout the process providing valuable insights and tremendous support during our search process. We highly recommend them.

**Cindy Chiarella and Tim Greiner, Search Committee Co-Chairs
United Way of Northern New Jersey**
www.unitedwaynj.org

Dennis provided invaluable guidance to me, our board, and the search committee in our attempt to select a successor of our 100-year-old agency and its long-term serving president and CEO. We wanted someone who would lead our agency who had the skill sets necessary to do so in addition to having a passion for our mission well into the future. Dennis and his staff presented us with several outstanding candidates. His honesty, knowledge and good humor helped us stay focused in selecting the right candidate. We will continue to work with a Dennis during the transition period, relying on his counsel and experience. He was and is a pleasure to work with.

**Dominick D'Agosta, Chairman YCS Systems Board
Youth Consultation Services**
www.ycs.org

Dennis and Michele provided outstanding service to our Search Committee during this process. Not only did they furnish us with a list of very qualified candidates from whom Meghan emerged as the selection to be the Chamber's new President, they also offered wise and helpful counsel as to the process to follow, and they were in constant communication as to our needs. It was a pleasure to work with them.

**Edward W. Ahart, Chairman, President Search Committee
Morris County Chamber of Commerce**
www.morrischamber.org

Dennis served as a true partner during our recent CEO search, providing the guidance and direction we needed to select a candidate with the knowledge, passion, and drive to lead our agency into the future. His practical insights into not-for-profit management and his open and honest communication kept us on track and energized. As a result, the CEO search became a great learning experience for our entire Board, giving us new tools for success.

**Christine LaRocca, Chair, Board of Trustees
Spectrum for Living**
www.spectrumforliving.org



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Our board needed help with a monumental responsibility: selecting the right person to succeed the founder of our 30-year-old community-based organization. Well, Mr. Miller exceeded our expectations. He brought deep understanding and years of real-world experience to the task. Significantly, his legendary wit and good humor kept our anxieties under control and enhanced our decision-making. As a result, we believe we have selected the best person to help us meet the challenges of an increasingly dynamic, fast-changing world.

**Elliott Lee, Board Chair
Housing and Neighborhood Development Services (HANDS, Inc.)**
www.handsinc.org

I have worked with Dennis on several projects for MAWNJ over the last 10 years. We keep returning to him because, at the end of the day, Dennis delivers. He brings to the table many years of practical experience as a CEO, president of healthcare foundation, board chair and nonprofit leadership coach. Most recently, we contracted with Dennis and Michele Hickey to assist in recruiting a senior leader for a new and pivotal position. I am confident that because of his efforts, not to mention his tremendous instinct, we saw far more capable candidates than if we had done the search ourselves. We have used other search firms in the past, but never did we see a pool so competitive as what Dennis provided to us. We will be utilizing his offerings again sometime down the road. I am quite certain of it.

**Thomas P. Weatherall, President & CEO
Make-A-Wish® New Jersey**
www.nj.wish.org

Working with Dennis C. Miller & Associates, Inc. was an extreme pleasure. At the inception of our agreement the executive search process for a Chief Operating Officer was seamless and expedited with the utter most professionalism ensuring that the candidate search was a top priority. I admire the level of communication and tenacity shown by Dennis C. Miller and Joe Duffy as they always managed to keep Enable's leadership team abreast of developments and status as well as their keen ability to provide recommendations for the best suited individuals ensuring that the selection would match the needs of our workforce. The strong background and knowledge of the Human Services industry maintained by Dennis and his team played a key role in the success of our final decision and selection. I would highly recommend Dennis C. Miller & Associates, Inc. to any professional organization in need of a dynamic Executive Search Firm to get the job done! Thank you for your professionalism and for supporting Enable, Inc.

**Lisa Coscia, Chief Executive Officer
Enable Inc.**
www.enablenj.org

We engaged Dennis to perform a comprehensive organizational and strategic assessment of our Board, leadership team, staff, and operations to verify that we were living up to our potential as a leading business trade association. Dennis provided CIANJ with specific actions to further our goals, growth, and mission. In addition, his executive leadership expertise was extremely helpful in assisting our Board with our CEO succession plan. He motivated our entire Board and provided a jolt of energy at a crucial time in our organization.

**Lou Weiss, Board Chair
Commerce & Industry Association of NJ**

If you have any questions or would like more information, please contact Dennis C. Miller at dennis@dennismiller.com to schedule a conference call or contact him at 973-784-3693.