



A Customized Diverse Board Process: Coaching, Consulting through On-Boarding



A SPECIAL JOINT ENDEAVOR OF THE HQ COMPANIES, INC.® AND CHIEF LEGAL EXECUTIVE, LLC

KATHY GRAHAM, CEO, The HQ Companies, Inc.

COACHING

Works closely with C-Suite in numerous corporate change situations to align and guide talent into new internal opportunities arising from the latest corporate direction.
—*"I worked with Kathy [where] she provided the capabilities foundation for digitization. She's amazing on motivating teams."* – AP, Systems Managing Director

CONSULTING

For numerous corporations considering digital transformation, an ownership shift, market entries and/or exits, led the strategic assessment, proposed and collaboratively crafted growth solutions, and worked with execution teams to achieve next goals.
—*"Kathy's a human capital expert who aligns skill sets to strategic goals that drive excess stakeholder value via practical solutions."* – EK, Director & CFO

TALENT SUCCESS

98% scarce human capital placement success rate, 10-plus years average tenure.
Coached +250 executives globally to identify/attain their next ideal career/board position.

TRENDS CAPTURED | NETWORK DEVELOPMENT

Connected +300 corporations' Board Directors with ~1,000 experienced/qualified Board Directors in 3 years as 2020 Women on Boards Chicago Chair.
Chicago Finance Exchange (top 200 Chicago women in finance) Board Director.
Thirty Percent Coalition corporate member | University of Chicago UCCO Board Director.
Economic Employment & Trends Forecasts—*17 years of accurate outlooks!*
• In 2007, forecasted Great Financial Crisis; beta tested YCC in '08, launched at apex.
• **First to identify in 2014 two structural corporate board shifts with advice that companies start adding diversity now because board landscape is changing.**

LLOYD JOHNSON, CEO, Chief Legal Executive, LLC

COACHING

Coaches top executives in Fortune 500 transportation, consumer goods, financial services, high-tech, pharmaceutical, professional services, entertainment, and retail.
—*"I've so much gratitude for Lloyd who opened me up to doing great, to reach towards the stars and take others with me."* – CT, C-Suite, F500 NYSE company

CONSULTING

Created and led +60 diversity leadership development workshops offering effective and practical 360-degree views on specific organizational challenges.
—*"Creativity and practical approaches to complex problems is at the core of Lloyd's team work ability, taking their work all the way to transformational."*
– KC, F100 NYSE Board Director and former EVP, F500 NYSE company

TALENT SUCCESS

In 18 months each, helped 10 diversity executives gain first F500 board director role.
Guided numerous other minorities into the C-Suites of Fortune 500 companies.

CONCEPTS ACTIVATED | NETWORK DEVELOPMENT

Built 2 industry leading organizations positively impacting +10,000 people of color.
Created concept, found team/authors to develop book, *Courageous Counsel*.
Crafted numerous communities to advance diversity—Minority Corporate Counsel Association (MCCA); Women, Influence & Power; Ascent Leadership Network.
Honored by MCCA establishing annual Lloyd M. Johnson, Jr. Scholarship awards.
—*"Lloyd's national network is one of the widest and deepest, on multiple levels, making him uniquely able to tap into different board candidate pools."*
– DL, EVP, F50 NYSE corporation

GRAHAM  JOHNSON APPROACH TO C-SUITE & BOARD DIVERSITY

- I. Start a conversation with the corporation's CEO, Board and Nom/Gov Chairs regarding their goals and growth targets as a company and for enhanced Board oversight.
—*Graham's and Johnson's successful corporate coaching and consulting expertise offer the winning difference.*
- II. Continue collaboratively adding insights about specialties needed today and as directors retire PLUS the specific diversity mix best suited to stakeholders' perspectives.
—*Graham's and Johnson's coaching and consulting acumen about current board and economic environments ensures an outstanding competitive edge.*
- III. Utilize *Graham's and Johnson's extensive RELATIONSHIPS with diverse talent pools* to surface/develop executive through board leaders who fit the firm's culture.

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