

ON

**DIVERSE EXECUTIVE
TALENT REPORT
FIRST HALF**

2022

INTRODUCTION

As executive search consultants who partner with organizations to place C-level and board executives across a range of industries, we understand our responsibility in helping to shape what the future of business looks like.

As a group of non-conformists, we recognize that you can't craft effective solutions using outdated methods and practices. So, we don't have a "diversity practice" and we don't partner with a diversity firm. We consider every search we undertake to be a diverse search, and every slate of candidates we present to our hiring clients is a diverse one.

It's not something we discuss or call out as a must have, it's simply engrained in our search process and consultation. We're defying the historical institution of executive search to do it, but we wouldn't be able to create solutions and deliver results to our clients if we did it any other way.

And the results speak for themselves. **40%** of our executive appointments so far in 2022 have been diverse senior leaders.

Here, in our first half of 2022 talent report, we look at the diversity progress the ON community has made; how we're increasing diverse hires in a sector that has been historically homogenous, technology; building more diverse boards; and we highlight diverse leaders we've recently placed.



RECOGNIZING PROGRESS IN OUR COMMUNITY

ON Partners consultants place a diverse group of senior executives with organizations across many market sectors. To date this year, 40% of all closed ON searches were diverse placements.

We are proud to collaborate with organizations that are committed to their DEI progress. Following are a few of the new diverse leaders we recently placed:



CHANNA BANNIS
HEAD OF DEMAND GENERATION
BLEND



NILESH MOHAN
VP, SUPPLY CHAIN TECHNOLOGY
IMPLEMENTATIONS
GXO LOGISTICS



FEIFEI WU
VP, CORPORATE PLATFORMS
INDEED



MARIA CALLEJA-MATSKO
CIO
ONE DIGITAL



LARRY YANG
CHIEF PRODUCT OFFICER
PHONIC



ORLA DALY
CIO
SKILLSOFT



TED SATISH MOORTHY
CEO
CENTRICITY



RINKI SETHI
CISO
BILL.COM



HELEN DAVIS
BOARD DIRECTOR
ARROWSTREAM



MICHELE AVE
GLOBAL GM
COLUMBIA SPORTSWEAR

MEASURING PROGRESS

Industry leaders from the ON community – spanning private and public companies across multiple marketplace sectors including energy, sustainability & clean tech, private & growth equity, technology, consumer, life sciences, and industrial – continue to respond to our ongoing DEI survey.

We're sharing highlights of findings around initiatives that are underway, where the barriers are and who in our community is admired for their DEI initiatives and progress. We encourage you to complete the survey if you haven't already done so.

With an average self-reported DEI success rating of 3.5 out of 5.0, survey respondents continue to recognize that while they are making progress, there is still work to be done.

3.5 ★

Take DEI Survey Now



DEI success rating
across the ON
executive community



Hear what the ON community of executives have to say regarding DEI initiatives within their organization and barriers hindering them from reaching their diversity goals.

Throughout 2021 and into this year in 2022, survey respondents identified the following:

[Take DEI Survey Now](#)



1

Initiatives

- Employee engagement in employee resource groups (ERGs)
- Increasingly diverse candidate slate
- Consciousness programs for DEI education
- Board diversity program
- Compensation equity/financial review
- Progressive annual plan including diversity hiring goals
- Changing our culture to create more cross-functional collaboration

2

Barriers

- Trying to balance time driving core business results with keeping team engaged in DEI initiatives
- Attracting diverse talent
- Changing mindset
- Executive-level focus/priority and alignment
- Talent pipeline (tech, etc.)/attracting diverse talent
- Education/changing culture, old practice

EXECUTIVES FROM THE ON COMMUNITY WEIGH IN



MARVIN BOAYKE
CHIEF PEOPLE & DIVERSITY
OFFICER
PAPA JOHN'S



SUNAINA LOBO
CHIEF PEOPLE OFFICER
(FORMERLY) NAVIS



ORIS STUART
EVP, CHIEF PEOPLE & INCLUSION
OFFICER
NBA



BENOIT DE LA TOUR
CEO
NAVIS



CHRISTINA C. LOH
SUPPLY CHAIN EXECUTIVE
ZWIFT

We created the **DEI Video Series** to recognize organizations and leaders in our community that have made great strides in building diverse leadership teams. Tapping into our community of leaders and executive influencers helps us understand what actions they are taking, where the challenges are, and how they have progressed in their DEI journey.

Our latest video features Benoit de la Tour, Navis CEO, and Sunaina Lobo, SVP and Chief People Officer, formerly with Navis, a global software company focused on the supply chain sector.

According to De la Tour, "There are three things all great teams have in common. They are diverse, they have a purpose, so people know why they're here and what is expected from them, and they are safe because there is trust and open communication between people."

Watch Video Series



INSIGHTS FROM EXECUTIVE SEARCH PARTNERS

ON Partners executive search consultants weigh in on diversity progress across the technology sector and appointing diverse leaders to the board as we look back at learnings from the first half of 2022.



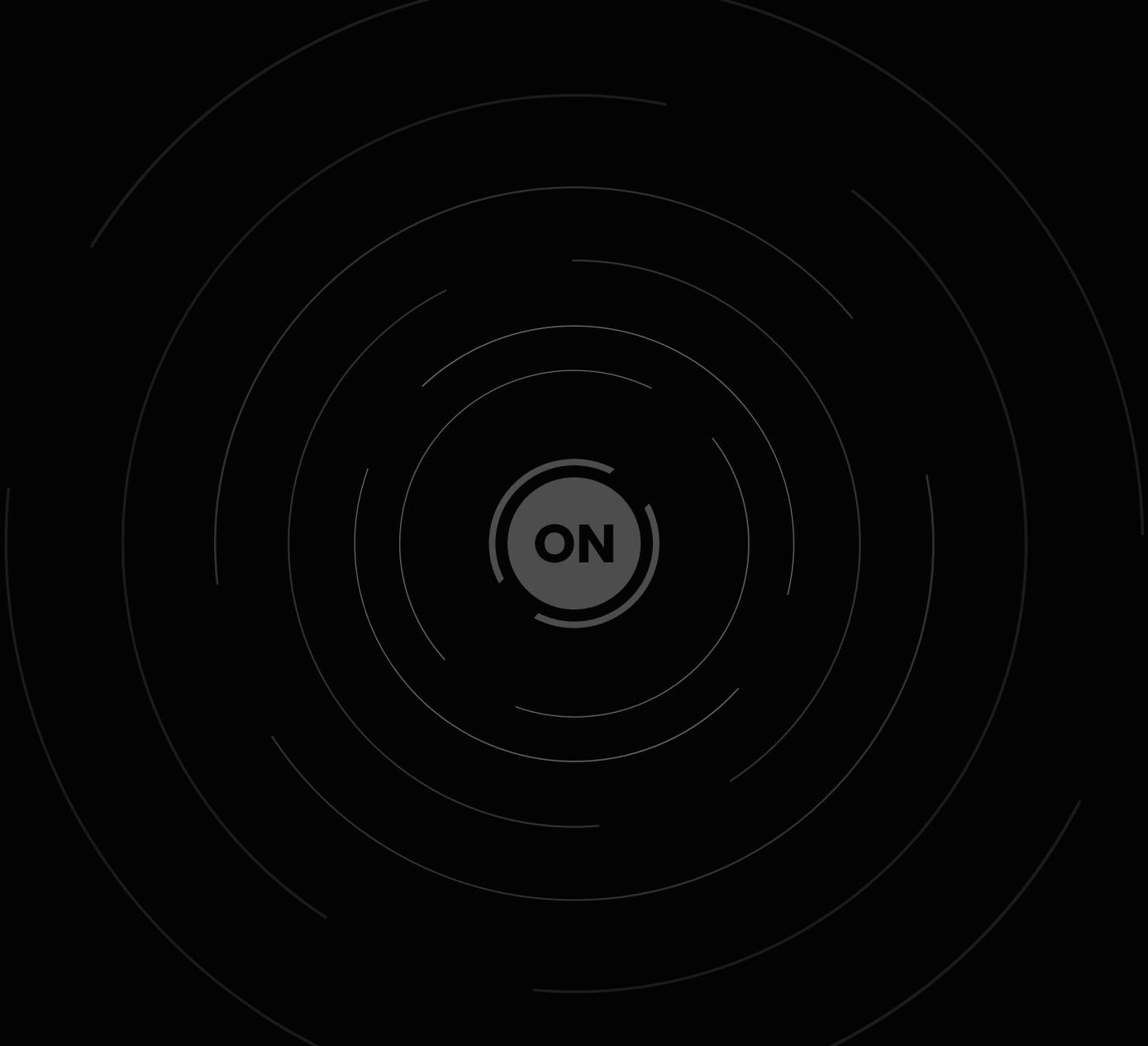
INCREASING DIVERSE HIRES IN TECH

"We approach every search with a commitment to presenting a client with a diverse candidate slate. We know that human nature is to gravitate toward people who are similar to each other, so we always skew heavily toward underrepresented, qualified candidates to ensure there is a diverse view of opportunities from the start." - Jeff Hocking

BUILDING A MORE DIVERSE BOARD

Featured in the March/April issue of Board Leadership, partner Shawn Oglesbee's article outlines how a volatile 2021 is impacting key decisions around building leadership teams. "Building a board team with the right mix of experience and perspectives has arguably never been more important to an organization's success," according to Shawn.





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