



# Isaacson, Miller

## The Firm

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Isaacson, Miller is a national executive search firm devoted to recruiting exceptional leaders for mission-driven organizations. The firm has grown steadily, and today, Isaacson, Miller stands alone as a large, national, retained search firm dedicated to the full range of public and civic missions. We have active practices in **higher education, healthcare, conservation and environment, advocacy, arts and culture, foundations, preK-12 education and education improvement, human services, social justice**, and other endeavors that advance the public good.

Many of our clients and past candidates become part of an extended network and share our goal of strengthening civic infrastructure. They see their own missions reflected in the work of the firm and choose to assist us, generously, in our quest for the finest talent in their fields. In 2023, 77% of our searches were for returning clients.

We believe that civic organizations are essential to a strong civil society, a vigorous democracy, and to a free market economy. Civic institutions educate us all. They encourage the marketplace of ideas through research, teaching, and advocacy. They inspire innovation, and, through foundations and philanthropy, they arouse the charitable endeavors of private citizens. The civic sector serves as the guardian of our economic and societal strength. We have made its success our business.

## Our Approach

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We conduct a simple but disciplined process built around a schedule, with each deliverable and decision point planned with you at the search launch. Our practice consists of three essential steps:

**Definition:** Listening sessions with leadership, staff, and key decision makers to gather input and gain a shared understanding of the search that we translate into a thorough position profile.

**Candidate Discovery:** A meticulous networking process to systematically examine all appropriate candidates. We use our proprietary database and extensive outreach to ensure a diverse group of candidates is identified and recruited.

**Selection:** A clearly facilitated process for evaluating a long list of potential candidates and narrowing the field that includes interviews with IM, interviews with you, and extensive reference checking and due diligence.

## Our Commitment to Equity, Diversity, and Inclusion

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IM holds a fundamental institutional commitment to equity, diversity, and inclusion (EDI). We have become well-known for our success in recruiting candidates from traditionally underrepresented backgrounds. We have established an extensive network of contacts who share our commitment to diversity, and we call and build upon this network in every search. We work with our clients to uphold legal protections and to resist explicit as well as implicit biases that lead to discriminatory hiring practices. In 2023, 53% of our placements were women and 36% were people of color. As a firm, we strive internally to be a diverse and welcoming community of colleagues where everyone can learn, thrive, and be empowered to contribute to a vital and powerful civic sector.