



**SRI Executive**

*Search & Consulting*

**Lasting Impact Starts With Us**



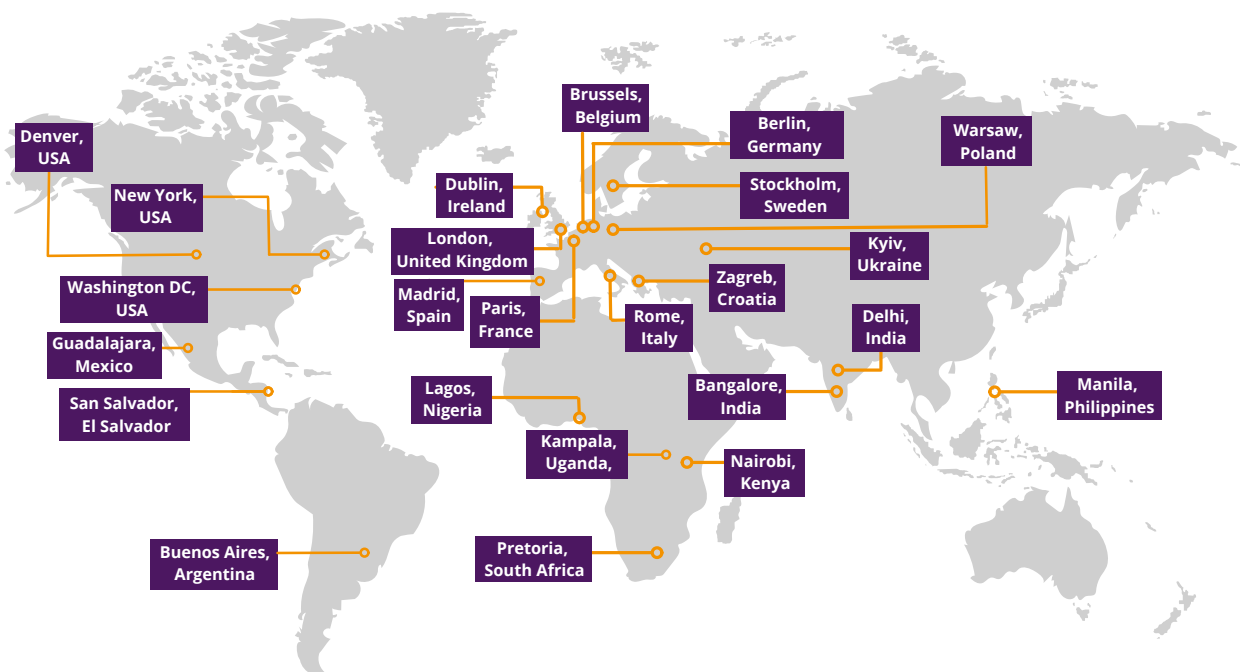


## STRENGTHENING OUR PARTNERS TO CREATE IMPACT

SRI Executive is a leading Executive Search and Consulting firm in the global development space. For more than 25 years, we have assisted over 300 mission-driven organisations in identifying and developing outstanding leaders, building future-ready strategies, and improving their overall organisational effectiveness.

With in-depth expertise, an exclusive network and a tailored approach to each of our clients, we provide the support you need to achieve meaningful global change. Through Executive Search, we connect organisations with leaders with the technical and behavioural skills to drive lasting impact. In Consulting, our purpose-built team works in partnership with clients to design, test, and implement effective and sustainable solutions across leadership, governance, organisational development and strategy. With SRI's support, our clients are able to enhance their capability, capacity and resilience, leading to improved performance and results.

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# EXECUTIVE SEARCH

The right person can provide an organisation with the insight and talent it needs to achieve transformational change and drive its mission forward.

SRI Executive's extensive experience, high-level network and expansive reach allow us to identify exceptional talent from around the world. With an in-depth consultation process, we will home in on the skills that will define the best candidate for the role and design a search strategy that will ensure a successful placement.

SRI's cross-sectoral experience and our team's knowledge and connections allow us to source an extensive range of candidates with unique backgrounds and a diverse skill set for every search. Through our support, you will find the talent required for lasting success.

## MEET OUR TEAM



**Ursula Gallagher**

Global Director of Search and Senior Advisor for Multilateral Agencies



**Jill Bausch**

Director - International & Senior Advisor for Global Health, NGOs & Multilateral Agencies



**Noel Keogh**

Head of Development Finance Practice Group



**Dan Perez**

Director, North America



**Susanne André**

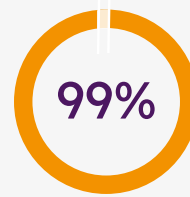
Head of Non-Governmental Organisation Practice Group



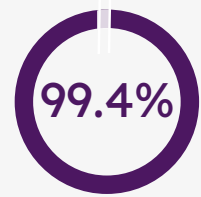
**Felicity Kinoti**

Executive Search Consultant

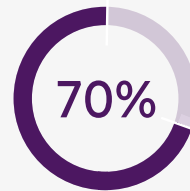
## OUR SUCCESSES FROM 2020-2023



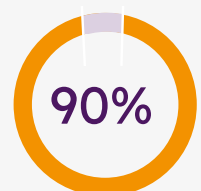
Placement Success



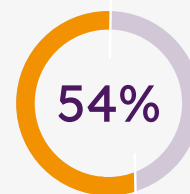
Retention Rate



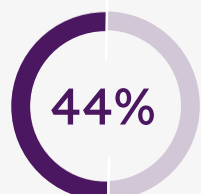
Appointments promoted within 3 years



Hires at Director-level or above



Female appointments



Appointments from underrepresented, racial and ethnic groups

## WHO WE WORK WITH



AFRICAN DEVELOPMENT BANK GROUP



BILL & MELINDA GATES foundation



ASIAN DEVELOPMENT BANK



FAIRTRADE AFRICA



Sustainably Growing Africa's Food Systems



# CONSULTING

The SRI Executive Consulting team works with global development organisations to navigate challenges and ultimately grow their impact through effective governance, organisational effectiveness, leadership, and governance. Working with organisations to help them meet both internal and external challenges and build toward long-term success, we support our clients to clearly articulate what they want to achieve and help them define how they get there. Whether partnering with an multilateral organisation, NGO, development bank, or part of the UN systems, we understand what it takes to create sustainable impact.

## WHO WE WORK WITH



## MEET OUR TEAM



**Tom Ellum**  
Director of Consulting



**Temitope Richard-Banji**  
Manager, Leadership



**Liz Kennedy**  
Manager, Strategy



**Anushka Siddiqui**  
Manager, OD



**Grace Kohn**  
Manager, Strategy

## GOVERNANCE

Mission-driven organisations face intense pressure to enhance and demonstrate the strength of their governance structures, policies and practices. Key stakeholders require transparency, accountability and effectiveness from the organisations they work with. We partner with our clients to ensure their governance structures and practices are of the highest level and consistently meet the standards of best practice. We assist our clients with the assessment of governance structures and reviewing board effectiveness. In both these services, we focus on evidence, actionable solutions and practical next steps. Through our support, our clients are able to improve their performance and meet the highest governance standards, maintaining the trust of their stakeholders and employees.



# ORGANISATIONAL EFFECTIVENESS

Organisations require a strong foundation to achieve their strategies, missions and mandates effectively and efficiently. This means having the structure and culture in place to support and continually improve organisational effectiveness. Our team can support you in addressing structural and cultural obstacles to achieving long-term and sustainable impact. SRI works with our clients to understand and strengthen their organisations. Our holistic approach allows for a systematic, thorough and objective assessment of your organisational effectiveness. Through this process, we work with our clients to identify clear next steps to enhance their efficiency and support them through the necessary transition that follows.

## LEADERSHIP

Global development is challenging and competitive. Decades of research tell us that effective, mission-driven organisations need resilient workforces, working in high-performing teams that foster and harness the diverse strengths of everyone within them. Key to this are leaders who can support and enable their team members, creating the culture needed to keep talented people committed to your organisation. We work with your leaders to achieve success at all levels: as individuals, as team leaders, as senior team members, and as key shapers of performance and culture. We partner with you and your people to co-create targeted initiatives that ensure your investment generates lasting, sustainable impact. SRI can provide this support as both part of an onboarding process for new hires and through an assessment process for your current leaders. We can ensure you have the leaders you need to achieve sustainable impact.

## STRATEGY

A fit-for-purpose strategy is essential to guiding global development organisations towards real impact. Built effectively, it acts as a roadmap for navigating challenges, seizing opportunities and achieving your mission. We work with our clients to clarify what they want to achieve and to identify the actions, resources and capabilities they need to be successful. Partnering with you and your key stakeholders, we will assist you in developing and implementing an effective strategy tailored to your unique needs and goals. We also provide evaluation services for existing and concluding strategies to gather insight into areas of success and points for potential improvement that can be applied to the creation of new strategies or making adjustments to a current strategy. Our team will ensure you have the structures in place necessary for lasting success.





# SRI Executive

*Search & Consulting*

Global HQ:  
31 Westland Square, Dublin 2,  
D02 AW71, Ireland.

Phone: +353 1 667 5008  
Email: [contact@sri-executive.com](mailto:contact@sri-executive.com)  
Website: [www.sri-executive.com](http://www.sri-executive.com)



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