

SHERRIN INGRAM

BOARD PROFILE

EXECUTIVE BIO:

Ms. Ingram is Founder and Chief Strategy Officer of the International Center for Strategic Planning, a management firm specializing in scaling for aggressive growth companies focused on operational excellence. In her role as CSO, she oversees the development and support of all strategic initiatives for all clients. She is known for her collaborative approach for reaching agreement and for stimulating fresh thinking to problem solving. She has a history of award-winning performance as a visionary leader for strategic planning, risk management, mediation, and spearheading profitable growth as high as 43% annually. An international speaker, Ms. Ingram has delivered over 1000 keynotes and workshops on strategy execution and leadership development. An accomplished best-selling author, Ms. Ingram has published books, proprietary training systems and articles on strategic planning, strategy execution, and corporate culture development. A native of New Orleans, LA, she and her husband of 31 years currently reside in a western suburb of Chicago with their two children.



Ms. Ingram is equipped and prepared to immediately contribute as a board member in the following areas:

- Regulatory Compliance
- Strategic Planning
- Governance
- Compensation
- Transportation/Logistics
- M&A
- Turnaround Strategies
- Finance
- Cyber Security
- Data-Driven Initiatives (AI)

BOARD EXPERIENCE:

2012 – Present, Chairman of the Board DHA Management, Inc
 2012 – Present, Chairman of the Board DuPage Housing Authority
 2014 – 2019, CEO Advisory Board Chair Vistage International
 2009 – 2016, Board Chair Foundation for Real Nutrition & Sustainable Living
 2010 – 2012, Advisory Board Member Whittier College

PROFESSIONAL OVERVIEW:

2001 – Present, CEO & Chief Strategy Officer International Center for Strategic Planning
 1995 – 2018, *Of Counsel* Tressler LLP
 1993 – 1995, Attorney International Law Center
 1992 – 1993, Judicial Law Clerk 4th Judicial District Court of Iowa

CERTIFICATIONS/TRAININGS:

NACD Governance Fellow Baldrige Award Examiner
 Certified Executive Coach Registered Illinois Attorney
 ACCD Professional Director Certified Private Company Director

RECOGNITION/AWARDS:

Top 100 Women of Influence National Association of Corporate Directors
 Top 100 under 50 Executive Leaders Private Directors Association
 Humanitarian of the Year *National Co-Chair of Diversity Equity & Inclusion Committee*

PROFESSIONAL AFFILIATIONS:

EDUCATION:

Juris Doctor University of Iowa
(Introduction to Law Instructor)
 B.A. in Economics Whittier College

Highlights of Ms. Ingram's achievements are on page 2

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Ms. Ingram provides fresh perspectives and processes to corporate boards for evaluating strategic decisions, achieving operational excellence, and maintaining a balanced drive between growth and fiscal responsibility. She has an affinity for and offers specific expertise in the following disciplines:

STRATEGIC PLANNING

As the creator of the Actionable Strategic Planning[®] framework, which provides a holistic approach to supporting strategy execution, Ms. Ingram has managed numerous strategic planning engagements in a variety of industries including software, insurance, healthcare, fashion, food service, logistics, eCommerce, financial services, retail, publishing, manufacturing, and more. Examples of her strategic planning proficiency include:

- Participated in (as a buyer and a seller) and facilitated company acquisitions with strategic as well as financial buyers
- Developed the strategic plan and digital transformation strategy for a private fast growing advertising firm; on target for 28% recoup of lost market share
- Led board of \$70m dollar agency through strict scrutiny of financial audits and mitigation of prior board improprieties

ORGANIZATIONAL CULTURE

As a leader who believes that culture is the engine that drives strategy, Ms. Ingram helps leadership teams intentionally develop company cultures that directly support their strategic initiatives, increase employee engagement and accountability, and infuse the conditions for continuous innovation. Examples of her organizational culture proficiency include:

- Conducted culture-related assessments and training internationally
- Developed a culture support system for a food service company that helped reduce turnover by 30% within six months
- Facilitated comprehensive culture development initiatives for companies, including a \$500 million healthcare facility

EXECUTIVE COMPENSATION & TALENT MANAGEMENT

As the trusted advisor to C-level leaders for over 20 years, Ms. Ingram has facilitated governance, executive hiring and compensation, incentive plans, succession planning, and talent development strategies across multiple industries. Examples of her talent management and compensation proficiency include:

- Oversaw annual salary reviews, compensation structures, and board evaluation process of senior management
- Advised in the restructure of executive compensation packages, including golden handcuffs, leading to 90% retention
- Facilitated talent assessment and acquisition approach yielding 21% growth and subsequent sale at 11x's EBITDA

ARTIFICIAL INTELLIGENCE & DATA-DRIVEN INITIATIVES

As an execution-focused strategist, Ms. Ingram integrates data-driven predictive modeling with process-driven planning. Examples of her data-driven strategy and competitive intelligence proficiency include:

- Developed processes for uncovering, assessing and leveraging drivers of product demand that increased competitive data intelligence and improved strategy development capacity
- Created proprietary predictive models for monitoring and forecasting the demand for specific products that offered a margin of error between 5% - 16% depending on the subject and time frame employed
- Sourced, as well as created, unique data sources for proprietary models in a variety of industries, including consumer goods and transportation