



ISAACSON, MILLER



ACADEMIC LEADERSHIP FELLOWS
SUMMER INSTITUTE

Pam Pezzoli | Partner

About IM

For over 40 years, we have partnered with clients to solve their most demanding leadership challenges.



EXECUTIVE SEARCH

As trusted strategic advisors, we recruit senior leaders to mission-driven organizations in the U.S. and abroad.



EXPERTISE

Our consultants are experts in their field and bring tailored, integrated, and deep experience to each engagement.



PROCESS

Having led 10,000 searches since our founding, we have mastered the delivery of a meticulous, disciplined, yet adaptable search process.



CLIENT SATISFACTION

We have a 99% client satisfaction score reflective of our high touch approach and our consistent pursuit of excellence.

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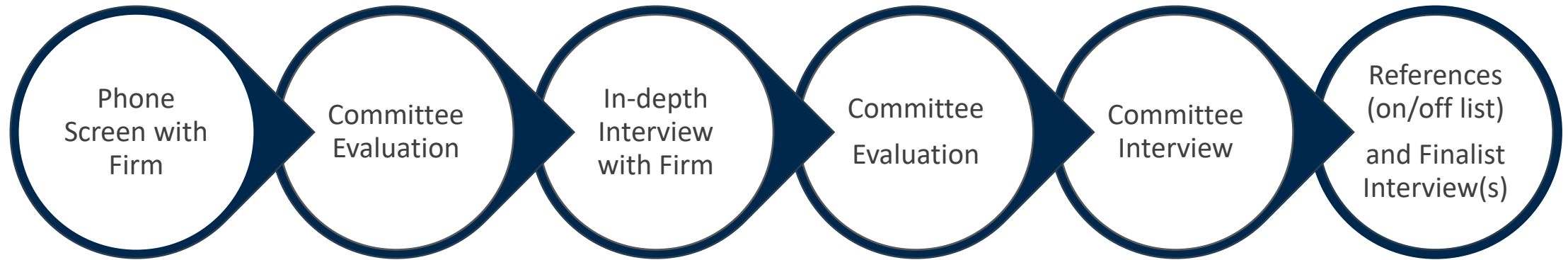
Practice Expertise

- Higher Education
- Nonprofit and Advocacy
- PreK-12 Education + Education Improvement

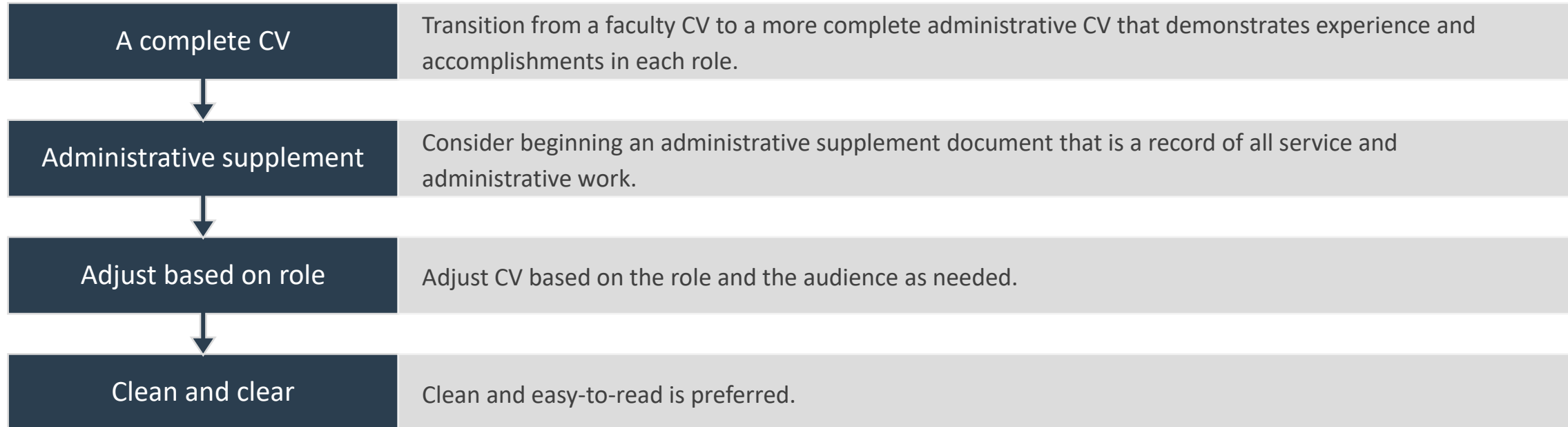
Education

- BA | University of Delaware
- MS | Northeastern University

Search Process Overview



Fine Tuning Your CV



Guide to Interviewing: Before the Interview

- > Understand the format of the interview.
- > Focus on the opportunities/challenges or roles/responsibilities.
- > Read up on the background of the individuals or groups that will be in the interview.
- > Practice your power pose or centering practice (e.g. yoga, meditation, prayer) prior to starting the interview.
- > Prepare for a strong opening and closing.

Guide to Interviewing: In the Interview

- > Be authentic and somewhat vulnerable yet professional.
- > Find opportunities to connect with the interviewer that feel natural.
- > Tactical vs. strategic: be prepared to share not only your philosophy but also concrete, specific examples.
- > Manage time wisely.
- > Deliver a strong opening and closing statements and ask thoughtful questions.
- > Don't be afraid to say you want the job!

Exercise: Introductory Statement

Take 3-5 minutes to tell us why you are interested in this role and how your background has prepared you for this position.

- > Don't regurgitate CV/Letter of Interest.
- > Don't read your opening statement.
- > Don't forget to say why you are interested.
- > Make it a thematic overview of your career.
- > Where relevant, share aspects of background/upbringing that inform who you are as a professional.

Exercise: Questions for the Committee

- > Review available materials and websites to ensure you aren't asking questions that you should know the answer to had you done your research.
- > Ask thought provoking questions that give you a sense of how the interviewer(s) views the role and their hopes for the successful candidate.
- > If it's a panel/committee interview, ask questions that get everyone engaged and don't forget the students/staff if it's a mostly faculty committee.
- > LISTEN to the responses. Don't be eager to jump to the next question.
- > Don't waste time asking about logistics/next steps.

Dos and Don'ts of Search Firm Engagement

- > **Do** use search consultants as advisors and advocates who know the client well and what they are seeking in the role
- > Do ask for guidance on the process and ask the “embarrassing” questions
- > Do treat interactions as an extension of the interview process
- > Do be honest, authentic, kind and understanding
- > Do share concerns or questions about things that will matter should you be extended an offer

- > **Don't** confuse prep with coaching
- > Don't treat the consultant as a therapist or life coach
- > Don't mislead the consultant
- > Don't attempt to hide publicly available information about past controversies
- > Don't burn bridges

Conclusion

Questions and Discussion