

Executive Search

Overview: I founded Isaacson, Miller in 1982. It is an executive search firm recruiting leadership for civic institutions, mostly in the US, but occasionally abroad.

Isaacson, Miller, is an employee owned, executive search firm that serves a wide range of public missions, but is particularly strong in higher education leadership, academic medical centers, science, development/ fund raising, K-12, arts and culture, the human services, environmental defense, foundations and philanthropy and many variations on social and racial justice.

Our mission is: "Public purpose organizations sustain a vital democracy. We have made their success our business."

We have grown steadily and regularly recruit young people to our ranks. We grow roughly 10% per year, in search volume and people, and currently do roughly 500 searches a year.

The firm is now employee owned. It serves broadly, including most of the larger higher ed institutions and academic medical institutions, and has practices in most public mission fields.

IM is a healthy firm and we have recruited two CEO's internally, to take on the role from me, who are strong and successful. I remain as Chair and a partner, collaborating with my partners in the firm. We were clear from the beginning that we were a learning organization, that we were diverse, in highly varied dimensions, that we were structured to succeed as a whole and that generosity, between colleagues was a prime virtue. Our task is to get better every year. If we do, we grow. Getting better requires getting smarter and we are more likely to do that if we pay attention to our clients and, above all, to each other.