

OPPORTUNITY PROSPECTUS

**PRESIDENT
&
CHIEF EXECUTIVE OFFICER
FOR**



barkergilmore

INTRODUCTION

We are pleased to present you with an executive leadership opportunity represented exclusively by BarkerGilmore. The following pages describe a rare opportunity for a strategic and accomplished lawyer to ascend to the role of President & CEO at the Institute for Conflict Prevention and Resolution (CPR), a global leader in Alternative Dispute Resolution (ADR) headquartered in Midtown Manhattan, NY.

This is an ideal opportunity for a lawyer who has served as a General Counsel or a Chief Litigation Officer and is looking to leverage their passion for ADR and leadership experience for an opportunity that will make a significant impact on global, business practices.

The following profile was written as a result of meetings with the current President & CEO and board members of CPR. Our unfettered access to our client enabled us to assess the culture of the organization, the personalities that make up the team, and the organization's goals, objectives, capabilities and hindrances.

In applying our proprietary CustomFitsm processes, our success rate is unprecedented. Over the past three years, 96% of our placements are still employed with and producing results for our clients. This success is attributed to our ability to understand our clients' requirements, culture, and the in-depth assessment of the talent we present. We look forward to providing you our personalized services which result in success for the candidates and clients represented.

By documenting our findings in the enclosed profile, we hope to elicit positive responses from successful candidates. We trust the following pages will achieve this goal and welcome the opportunity to discuss this position further.

Please give serious consideration to this truly unique opportunity. I look forward to discussing your interest in this opportunity. **If the timing is not right for you, your help networking this opportunity to identify a highly qualified, passionate leader is greatly appreciated.**

CONFIDENTIALITY

We fully respect the need for confidentiality of information supplied by interested parties and assure them that their backgrounds and interests will not be discussed with anyone, including our clients, without their prior written consent.

BARKERGILMORE LLC

BarkerGilmore LLC is a two-decade old management consulting firm specializing in executive search & selection in the areas of law and compliance. We specialize in locating and hiring leadership talent within the 90th percentile. Our global capabilities and tailored approach have led to success with over 3,000 placements. Our mission is to help our clients build world-class teams which provide a competitive advantage.

OUR CLIENT

The International Institute for Conflict Prevention & Resolution (CPR) is the leading independent resource helping global businesses and their lawyers to develop and apply mechanisms for preventing and resolving complex commercial disputes more cost effectively and efficiently. CPR aims to change the way the world resolves conflict.

Structure

Under the broader CPR umbrella, there is:

- **CPR Dispute Resolution** is an ADR provider offering quality, efficiency and integrity via innovative and practical arbitration rules, mediation and numerous other dispute resolution [services and procedures](#)—as well as arbitrators, mediators and other neutrals (searchable by geographic location and areas of substantive expertise), worldwide.
- The **CPR Institute**, the world’s leading ADR think tank, positions CPR uniquely as a thought leader, driving a global dispute resolution culture and utilizing its powerful committee structure to develop cutting edge tools, training and resources. These efforts are powered by the collective innovation of CPR’s membership—comprising top corporations and law firms, academic and public institutions, and leading mediators and arbitrators around the world. The CPR Institute’s accomplishments include:
 - Development and implementation of the “CPR Pledge” by which signatories agree to pursue alternative mechanisms of alternative dispute resolution (ADR) before engaging in conventional litigation;
 - Publication of the highly regarded *Alternatives* periodical, along with the blog, *CPR Speaks*;
 - The organization of training sessions and conferences;
 - CPR’s industry- and practice-specific committees, which are filled with ADR thought leaders, and which all members are invited to join. These groups meet regularly to draft rules, books and white papers and to propose industry protocols for use by attorney and business executives around the world.

History – Including the Power of the CPR Pledge

CPR has been uniquely bringing together in-house and outside counsel since 1977. It was the first organization to bring together corporate counsel and their law firms to find ways to lower the cost of litigation. Decades later, CPR continues to facilitate meaningful inside-outside counsel collaboration by demonstrating the powerful incentives that dispute resolution offers to both sides of this partnership.

In the 1980s, CPR was the first to develop a Policy Statement on Alternatives to Litigation (“CPR Pledge”) to encourage signatories to come to the table and thoughtfully discuss alternate approaches to resolving their disputes, instead of automatically running to court. To date, more than 4,000 companies and 1,500 law firms have signed. These CPR policy statements are bilateral and reflect the commitment of signing parties to considering ADR methods.

CPR then continued its efforts to change the way the world resolves conflict by creating its slightly updated “21st Century Corporate ADR Pledge.” Adopting the original pledge’s principles, the 21st Century Corporate ADR Pledge enhanced the focus on corporate commitment to proactive and thoughtful ADR programs supported by CPR’s full range of best practices and tools. Most importantly, the signatories have pledged to seek more thoughtful ways to avoid litigation *unilaterally*--regardless of whether the opposing party has done so as well. Early pledge signatories include members of CPR’s Board of Directors and CPR Council as well as other leading corporations.

Additional Details

- While headquartered in New York, with collaboration agreements worldwide including in Europe, the Asia Pacific, Brazil, and other regions, CPR is viewed as a global thought leader in ADR
- CPR's panel includes approximately 550 elite neutrals and over 30 specialty areas
- CPR revenues are \$3.4 million with a staff of 15 located at headquarters in New York City
- CPR holds an annual awards dinner which honors industry-leading executives in their commitment to the principles of conflict management and resolution—including, most recently, Michael Ullmann, EVP, General Counsel of Johnson & Johnson
- CPR holds an annual meeting and other events around the US and internationally which bring together the leading lawyers interested in improving private dispute resolution
- CPR's leadership includes: a 32-member Board of Directors comprising top lawyers from companies and law firms in the US and Europe; the 50-member Executive Advisory Committee, which meets twice a year to work on programs and initiatives for CPR; and the European Executive Board, which consists of 10 members from companies and five law firm members who guide CPR's activities in Europe. CPR also has a Brazil Advisory Board and a Canada Advisory Board

SENIOR MANAGEMENT

NOAH J. HANFT PRESIDENT & CHIEF EXECUTIVE OFFICER

Mr. Hanft is the President and CEO of the International Institute for Conflict Prevention and Resolution (CPR). A long-time supporter of dispute resolution, Mr. Hanft has devoted his career to finding the most effective and efficient solutions for resolving business disputes.

Prior to joining CPR, Mr. Hanft was General Counsel and Chief Franchise Officer for MasterCard, where he was responsible for overseeing legal and regulatory affairs, public policy and compliance. Mr. Hanft also had responsibility for Franchise Development and Integrity, Global Diversity, Corporate Security and Information Security. In addition, he was a member of the company's Executive and Operating Committee. After joining MasterCard in 1984, Mr. Hanft held positions of increasing responsibility within the Law Department, including that of Senior Vice President, U.S. Counsel and Assistant General Counsel, ultimately becoming General Counsel in 2001. He briefly left MasterCard from 1990 to 1993 to become Senior Vice President and Assistant General Counsel of AT&T Universal Card Services.

Mr. Hanft began his career as an attorney with the Legal Aid Society in New York City and served for many years on its Board of Directors. He has lectured at length on the value of dispute resolution in resolving litigation. Mr. Hanft serves on the CPR Panel of Distinguished Neutrals, the FINRA Arbitration Panel, and the Mediation Panels for the Second Circuit Court of Appeals, the Southern District of New York, and the New York State Supreme Court, Commercial Division.

Mr. Hanft currently serves on the board of the Network for Teaching Entrepreneurship (NFTE) and is a member of the Council on Foreign Relations. In 2012, he was named General Counsel of the Year at the Association of Corporate Counsel Global Counsel Awards.

Mr. Hanft has an LL.M from New York University School of Law in Trade Regulation, a J.D. from Brooklyn Law School, and a B.A. from American University, School of Government and Public Administration.

ELIZABETH CORMAN EVP, OPERATIONS AND CHIEF FINANCIAL OFFICER

Ms. Corman has primary responsibility for Development; Finance & Accounting, Human Resources, Information Technology and other operational activities. She oversees the Corporate Leadership Award Dinner which supports CPR's programs and research and is the staff liaison to the Board of Directors' Finance, Audit and Budget Committee, and Development Committee.

Prior to joining CPR, Ms. Corman was Director, Alumni Relations and Development for Boston College's Carroll Graduate School of Management. She also served as Program Coordinator for the New England Chapter of the American Liver Foundation and Director of Contract Services for Goodwill Industries.

Ms. Corman received her Bachelor of Arts, Political Science from Northwestern University and her Masters of Business Administration from Boston College.

HELENA TAVARES ERICKSON SENIOR VICE PRESIDENT AND SECRETARY

Helena Tavares Erickson is responsible for a wide range of CPR activities including ADR counseling and research for CPR members, publications, and education and CLE-training. Under her direction, CPR recently released a new generation of books on conflict resolution topics under the halo title, Master Guide Series. Ms. Erickson served as co-editor of Patent Mediation (2004), as

editor of Drafting Dispute Resolution Clauses (2006) and as author of Drafting Dispute Resolution Clauses 2008 Supplement released in January 2009. Ms. Erickson is also responsible for creating and convening a number of CPR membership-based committees charged with designing industry or practice-focused ADR protocols, rules and other products and for overseeing CPR's Awards Program. In addition, Ms. Erickson serves as CPR's Challenge Review Officer and oversees the Dispute Resolution Services and Panels departments in administering complex matters.

Prior to joining CPR in 2004, Ms. Erickson practiced for over seventeen years with the litigation and arbitration groups of Dewey Ballantine and White & Case, including three years in White & Case's Paris office, where she was admitted to the Paris bar. She is a member of the bars of New York and Connecticut, is active in several Bar Association committees, and has been trained as a mediator.

Ms. Erickson graduated cum laude from Cornell Law School and magna cum laude from Wellesley College, where she was elected to Phi Beta Kappa.

OLIVER P. ANDRE **SENIOR VICE PRESIDENT, INTERNATIONAL**

Olivier André is CPR's Vice President, International and Dispute Resolution Services. In this capacity, Mr. André is responsible for CPR's international activities, as well as international arbitration and mediation matters which are brought before CPR pursuant to its rules. He is involved in all aspects of the proceedings, including neutral selection, challenges, clause drafting assistance and procedural questions. Olivier is also responsible for Y-ADR – a program for young international dispute resolution practitioners – and the CPR International Mediation Competition.

Mr. André recently contributed to the drafting of the CPR European Mediation and ADR Practical Guide for Corporates, the CPR Administered Arbitration Rules and the CPR International Mediation Procedure.

He is a member of CPR's Arbitration Committee, a member of the Institute for Transnational Arbitration (ITA) Advisory Board, a member of the International Arbitration Club of New York, a member of the International Commercial Disputes Committee – and of its cybersecurity working group – a member of the ADR Committee and an affiliate member of the Arbitration Committee of the New York City Bar Association. Mr. André is also a member of the ICCA/CPR/New York City Bar Association Working Group on cybersecurity in international arbitration.

Mr. André started his legal career at Shearman & Sterling L.L.P. and at the ICC Court of International Arbitration in Paris. He is a CPR and CEDR trained mediator and studied law in France, Germany and in the U.S., where he obtained his Juris Doctor and where he is admitted to practice law in New York and Massachusetts. Prior to his legal career, he led global projects at CA Technologies and Parametric Technology Corporation (PTC). He is a dual citizen of the United States and of the European Union (France).

ANNA M. HERSHENBERG **VICE PRESIDENT, PROGRAMS AND PUBLIC POLICY & CORPORATE COUNSEL**

Anna Hershenberg is the Vice President of Programs and Public Policy of the International Institute for Conflict Prevention and Resolution ("CPR"). In her role, she is responsible for overseeing CPR's legal affairs and employment-related matters, public policy initiatives, legislative advocacy and *pro bono* efforts in furtherance with CPR's organizational mission as well as its industry-specific committees. While at CPR, Anna has spearheaded the adoption of a GAR Innovation Award nominated arbitration rule aimed to increase diversity in arbitration hearings, a collaboration with the Network for Teaching Entrepreneurship to develop dispute resolution curriculum for middle and high school students and a partnership with New York City Bar Justice Center's Legal Clinic for the Homeless to help families living in New York City homeless shelters secure state and federal public benefits. Anna works closely with leading inside and outside counsel, neutrals and academics on CPR's committees and task forces

to develop programmatic content and training programs to educate peers on innovative approaches to resolving disputes across industry sectors.

Prior to joining CPR, Anna was a litigator for over 12 years. Most recently, she served as counsel in the Litigation Department at Herrick Feinstein LLP, where she focused her practice on complex commercial litigation, employment-related matters and resolving business disputes through the use of alternative dispute resolution. At Herrick, Anna introduced and coordinated a successful *pro bono* partnership with Sanctuary for Families, New York's leading advocate for survivors of domestic violence, sex trafficking and related forms of gender violence. In 2015, Anna was awarded the Milton Mollen *Pro Bono* Award for her exemplary leadership in advocating for victims of domestic violence.

Prior to joining Herrick, Anna served as a law clerk in the Eastern District of New York for the Honorable Kiyo A. Matsumoto and for the Honorable David G. Trager. Anna began her career as a litigation associate at Willkie Farr & Gallagher LLP. Anna graduated *summa cum laude* from Brooklyn Law School and *summa cum laude* from the Schreyer Honors College at the Pennsylvania State University. Prior to her legal career, Anna worked as a producer at a new media company based in Soho, New York City.

Anna was named a 2018 National Law Journal ADR Champion. She is a member of the Federal Bar Council's Inn of Court, the New York State Bar Association's Dispute Resolution Section, and the New York and New Jersey state bars. Anna has authored numerous articles, including "*Why You Should Always Mediate*," published in *Inside*, the New York State Bar Association's Corporate Counsel Section publication.

TANIA ZAMORSKY SENIOR CONSULTANT, COMMUNICATIONS AND MARKETING

Tania Zamorsky is responsible for the conception, oversight and execution of CPR's marketing and communications activity including PR, web-based and social media initiatives; event support; and identification and development of new marketing programs to promote CPR's key initiatives. She also develops and helps manage content for CPR publications. Zamorsky arrives from Kaye Scholer LLP, where as Manager of PR & Communications she developed and implemented strategies, and created content, promoting the firm's capabilities and thought leadership offerings. The Legal Marketing Association recognized her efforts with first place "Your Honor" awards for "Public Relations Program of the Year" (2013) and Best PR Campaign of the Year" (2014). Prior to Kaye Scholer, Zamorsky was a Vice President at GS Schwartz & Co. (GSS), where she provided strategic PR and marketing services; issues and reputation management, and crisis response; and top tier publicity for a wide range of legal, finance and non-profit clients. Before GSS, she was an Account Director at Ripp Media, working on PR and communications matters for some of the country's top law firms.

As Staff Counsel for Time Warner and Bertelsmann partnership, Bookspan (along with subsidiaries Doubleday Entertainment and YES Solutions LLC), Zamorsky was the lead attorney responsible for drafting and negotiation of agreements for AVM products, consultants and third-party services. She also served as Staff Attorney and Director of Legislative Policy for The Authors Guild, with a primary emphasis on IP issues, contract review and negotiation, and dispute resolution. Zamorsky received her JD from Hofstra University (where she was Associate Editor of the Hofstra Labor Law Journal) and her BA from Columbia University.

Board members biographies can be located at <https://www.cpradr.org/about/board>

THE OPPORTUNITY

TITLE: President and Chief Executive Officer

LOCATION: Corporate Headquarters – 30 East 33rd Street, 6th Floor, New York, NY 10016

POSITION OVERVIEW:

Due to the announced retirement of Noah Hanft, the current President & CEO of CPR, BarkerGilmore has been retained on an exclusive basis to identify a replacement. Reporting to the Board of Directors, the President & CEO will have overall strategic and operational responsibility for CPR's staff, programs, expansion, and execution of its mission. S/he will develop deep knowledge of the ADR field, core programs, operations, and business plans.

KEY POINTS WHICH MAKE THIS OPPORTUNITY ATTRACTIVE:

- This is the perfect opportunity for a distinguished lawyer with a passion for ADR and the ability to take center stage in helping global corporations and their lawyers resolve complex commercial disputes, efficiently and cost effectively.
- Be viewed by the international legal and business communities as a thought leader in ADR while leading an organization which is recognized as the pioneer in dispute resolution.
- Receive global recognition while attending and speaking at meetings/conferences and as a featured author in prominent publications.
- Work closely with a board and membership which are comprised of the most respected lawyers around the globe.
- Serve as a confidant and advisor to senior managers and business executives of the most respected corporations on a wide range of legal and business matters.

RESPONSIBILITIES:

Leadership & Management:

- Refine and implement CPR's vision and strategy, energizing the existing and potential membership base, the Board, and the staff.
- Ensure ongoing programmatic excellence, rigorous program evaluation, and consistent quality of finance and administration, fundraising, communications, and systems.
- Establish and direct strategic goals and align staff and resources to achieve those goals.
- Actively engage with CPR's membership, board members, committees, partnering organizations, and funders.
- Act as spokesperson for CPR through speaking, publishing and communicating CPR's mission.

Operational Proficiency:

- Expand fee-for-service and other revenue generating activities to support existing program operations and International expansion while simultaneously building operating reserves.
- Identify and develop new member services consistent with the priority objectives of the Strategic Plan.
- Oversee and pursue fundraising and membership growth and be accountable for the organization's sustainability and overall fiscal health.

- Build efficient operating systems and enhance communication through technology solutions and improved web presence and publication media.
- Deepen and refine all aspects of communications—from web presence to external relations—with the goal of creating a stronger brand and broader recognition of the organization and its capabilities.
- Conduct both short- and long-term prioritization of programs and resources for CPR.

Board Development:

- Develop, maintain, and support a strong Board of Directors.
- Promote organizational and stakeholder base change and continue history of innovation.
- Serve as ex-officio member of board committees.
- Seek and build board members' active involvement with fundraising and strategic direction.

QUALIFICATIONS:

- J. D. required, with at least 10 years of senior management experience.
- Demonstrated commitment to ADR, recognition in the ADR field, and passion for CPR's mission.
- Proven track record of effectively leading an organization and staff, setting and achieving strategic objectives, and meeting budget targets.
- Past success working with a board of directors, with the ability to cultivate existing board member relationships.
- Knowledge of fiscal management and ability to review finances with CFO and others to build consensus around priorities, monitor ongoing expenditures and maintain healthy financial condition.
- Strong marketing, public relations, and fundraising experience with the ability to engage a wide range of stakeholders and cultures.
- Strong written and verbal communication skills.
- Excellent interpersonal and multidisciplinary project skills.
- An action-oriented, entrepreneurial, adaptable, and innovative approach to business planning.
- Ability to work effectively in collaboration with diverse groups of people.
- Passion, idealism, integrity, positive attitude, and an orientation toward self-direction.

CONTACT INFORMATION

For further information on, or consideration for this position, please contact:

John Gilmore
Managing & Founding Partner
585.598.6555
jgilmore@barkergilmore.com

Denise Whitney
Senior Director, Research
585.598.6546
dwhitney@barkergilmore.com

BarkerGilmore LLC
www.barkergilmore.com