

SHERRIN INGRAM

BOARD PROFILE

EXECUTIVE BIO:

Ms. Ingram is Chief Strategy Officer of the International Center for Strategic Planning, a management firm specializing in sustainable scaling for aggressive growth companies and comprehensive restructuring for distressed companies. In her role as CSO, she oversees the development and support of all strategic initiatives for all clients. 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 500 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 28 years currently reside in a suburb of Chicago with their two children.



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

RECOGNITION/AWARDS:

Top 100 Women of Influence
Top 100 under 50 Executive Leaders
Humanitarian of the Year

PROFESSIONAL AFFILIATIONS:

National Association of Corporate Directors
Private Directors Association
National Co-Chair of Diversity Equity & Inclusion Committee

EDUCATION:

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

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

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

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

SHERRIN INGRAM

Page 2

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

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, including Russia, Macedonia, Bulgaria, and Israel
- 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