

Chair on CEO Search Committee

Questions:

*Should the Board Chair be an ex-officio non-voting member of the CEO Search Committee?
Or is it okay for the Board Chair to be a full voting member of the Search Committee?*

Answer:

My view is that the Board Chair should be a full voting member of the Search Committee. Although I do not have empirical evidence to say whether my opinion is valid or not, I think it is fairly standard practice for the Board Chair to be on the Search Committee and, oftentimes, chair it.

A good practice is to also have the incoming Board Chair (if an heir apparent is known) participate on the Search Committee as well.

Why involve board leaders this way? Because the current chair and their successor will be working closely with the person you hire as CEO. That partnership is pivotal to the organization's success, so it should be established up front that board leaders are part of the search process and, therefore, integral in the selection of the next CEO.