

## ADDP ANNOUNCES **NEW** MEMBER BENEFIT

ADDP is excited to announce that it has partnered with JoAnn Cavallaro, founder and president of **DeCava**, an executive advisory and consulting firm, to offer ADDP members professional talent acquisition services. JoAnn has been working with the ADDP Board and staff on several critical engagements including the development and implementation of the strategic plan and advising the CEO and board chair. She is also working with ADDP staff to advise on leadership and management matters, coach senior leaders and to hire exceptional talent.

We are delighted to announce that JoAnn has agreed to expand her engagement with ADDP to offer her services to our members. Her major focus will be on talent acquisition at mid to executive level positions, e.g., Director, Sr. Director, VP, SVP, and C suite. Her negotiated fees are below executive search market rates.

### HOW WE BENEFIT

This unique partnership enables ADDP members to leverage Ms. Cavallaro's track record of delivering outstanding results to achieve her clients' organizational and leadership goals.

#### **Once you have discussed with her the talent decisions you are considering, JoAnn will:**

- Advise you on options and considerations
- Refine job descriptions
- Assess your current structure
- Develop the search profile
- Conduct the search process
- Develop / conduct the onboarding



**JOANN CAVALLARO**

JoAnn is the founder and president of **DeCava**, a consulting firm that works at the executive and board level as well as the team levels to guide nonprofits and corporate enterprises. Her approach is to focus on the achievement of strategic alignment and both operational and organizational effectiveness. JoAnn is recognized by clients and peers for her long-term visionary perspective and pragmatic approach to achieving results.

Prior to launching **DeCava**, JoAnn's professional experience ranged from start-up to corporate environments to multi-billion dollar national enterprises. She has held diverse executive positions including CEO, COO, Chief Customer Officer, GM/ business unit head, strategic planning architect and chief of staff. She has dedicated her career to the development of talent and continues to actively carry out this commitment by helping clients achieve their human capital and organizational goals.

JoAnn is currently the president of ION, a national nonprofit consortium working to increase the number of women appointed to corporate boards and the executive suite. She is also a past president and board chair of The Boston Club, the highly regarded executive women's membership organization in New England. A key part of these roles is to recruit, screen and recommend senior executives for board placement.

JoAnn presently serves as chair of the board of Teaching and Learning Alliance and serves on the board of Coastal Soundings, Inc., a private company. She has also served on the board of Domestic Violence Services of Greater New Haven and Thirty Percent Coalition and is a former trustee of the Board of Women in Cable & Telecommunications. As a public speaker, JoAnn regularly reflects on leadership and how to prepare for board service. In 2015, JoAnn was honored as one of Boston's Most Influential Women. She was recently selected by State Treasurer Deb Goldberg to moderate a roundtable session with CEO's as they discuss the future of board service, how to more effectively diversify boards and how best to leverage board turnover to achieve business goals for a viable future.