



Madeleine Condit Glossberg

Founder & CEO

Madeleine Condit & Associates LLC

Board Membership of Interest

My preference is to be on the board or advisory council of a small or mid-size growth company, either private or public, in the biomedical, consumer, biotech, industrial, telecommunications, professional or financial services industry. My experience spans a broad spectrum of industries.

Board Member Characteristics

My background as a management consultant as well as a business person gives me the ability to view business issue from multiple perspectives. Based on over twenty years of board and management development, I have experience with hiring CEOs, helping to establish director and management compensation, establishing director and management succession policies, dealing with regulatory issues as well as activist shareholders. Prior to joining Korn/Ferry International, I was the head of a syndicate department of a regional investment banking firm with P&L responsibility and understand taking a company public.

Company Profile

Prior to founding Madeleine Condit & Associates, a premier consultancy providing customized solutions to the business challenges small and mid-size growth companies face, I was a Senior Client Partner of Korn/Ferry International where I was a member of the firm's Global Board and CEO Practice. I continue to be retained as a Senior Consultant. In the early part of my professional career, I was the Vice President of the Syndicate Department of Boettcher & Co. responsible for developing IPO syndicates, marketing and compliance. Korn/Ferry International is the world's largest executive recruitment firm with 70 offices in more than 35 countries. The company has over 400 consultants worldwide who work with prominent public and private companies, as well as government and not-for-profit organizations. 2007 revenues were \$689 MM.

Functional Expertise

My primary expertise is in the area of market expansion. How to develop new clients or customers as well as retaining existing clients, what new products should be developed and ensuring resources are in place to successfully launch a product and then evaluate its effectiveness.

Current Professional Experience

At Madeleine Condit & Associates I was responsible for developing the business model, and now develop clients, recruit Associates, manage the P&L and assure client satisfaction for this entrepreneurial start-up firm.

Prior Professional Experience

As a Senior Client Partner with Korn/Ferry International, I was responsible for my personal P&L which was established by the firm each year. In order to succeed, each partner was required to develop clients, the team and resources necessary to successfully complete a client's search requirements. At Boettcher & Co., the P&L was based on client and syndicate development, execution, personnel management, working with other investment banking firms as well as outside and inside council.



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Other Industry Experience

I have worked with both global and domestic companies and have an understanding of global markets but never worked on the ground outside of the US.

Non-Profit Boards

My community involvement includes: a Midwest Trustee of the Boys and Girls Clubs of America, on the Board of Associates of the Whitehead Institute for Biomedical Research at M.I.T., a member of the External Advisory Board for the Bioethics Center of the University of Pennsylvania, a Trustee of the Tributary Fund, a Director of Arzu Inc., on the Advisory Board of Women Executive Leadership (WEL), a Governing Member of the Chicago Symphony Orchestra Association and Secretary of the Joseph B. Glossberg Foundation. I was most recently recognized as a 2007 Woman of Distinction by the United Way of Metropolitan Chicago and received the Chicago High Achiever's 2008 Paradigm Shifter Award.

Professional Associations and Civic Affiliations

The Chicago Network, Economic Club of Chicago

Education and Interests

I earned a BA from the University of California, Berkeley and an MBA from the University of Colorado. I was an Executive Urban Fellow of the Sloan School of Management at M.I.T. My two passions are biomedical research, which I keep current by my involvement on the Whitehead Institute for Biomedical Research at MIT and the External Advisory Board of the Bioethics Center at the University of Pennsylvania, and the development of international relations in third world countries. The Arzu Board and Tributary Fund are both great examples of how international relations can be improved in two countries, Afghanistan and Outer Mongolia, without a large organization.

*This member has agreed to be a referral source. In the event you are seeking a candidate(s) for your board of directors' slate and profiles you have reviewed from The Chicago Network's Women on Boards database do not meet your specifications, you may contact these members for potential ideas for candidates.