



Bill Holland

President

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Serving clients throughout North America

“Finding Exceptional Talent.

Building Outstanding Organizations.”

Board Search, CEO Search, Executive Search & Executive Assessment

Bill Holland is based in Toronto and offers a range of services to Boards and CEOs, including management assessment and the development of leadership succession plans. His expertise spans various industries, functions, and geographic locations. He has extensive experience in the private and public sectors, assisting organizations in hiring executive talent.

Bill's influence extends beyond the corporate world. He works closely with family offices and investor-owned enterprises, leveraging his extensive network to connect them with exceptional entrepreneurial talent. His work in human capital management is not limited to corporate search. He also shares his expertise with the public and social sectors, collaborating with Boards to recruit leadership teams for their executive offices, ensuring they have the right individuals to drive success.

Bill's experience is marked by his instrumental role in launching Mandrake's first human capital management organization, which provides a broad range of organizational strategies, leadership, and staffing solutions. He also spearheaded the development and launch of Mandrake's career transition and management selection businesses, demonstrating his comprehensive understanding and hands-on experience in the field.

Bill has hired 800+ professionals with notable engagements, including:

PRIVATE SECTOR

- **Chief Executive Officer, State Health Plan for a Fortune 100 Healthcare Company**
Sourced CEOs from healthcare systems who had experience managing Medicare and Medicaid recipients in large, complex provider networks.
- **Chief Communications Officer, SVP for a Fortune 500 Healthcare Enterprise**
Sourced CCOs with communications planning and development experience who had previously built out a corporate communications department in a Fortune 500 company.
- **Chief Marketing Officer, SVP for a Canadian-based Global Financial Institution**
Sourced CMOs from major NA companies with experience managing brand, advertising, digital, CRM and customer analytics in large, complex, consumer-facing organizations.
- **EVP & Chief Commercial Officer for a Global Seafood Producer**
Sourced the global marketplace for C-level marketing and sales executives with broad Asian, European, and North American consumer, food service and institutional experience.
- **Chief Financial Officer for Canada's Largest Multi-brand Restaurant Chain**
Sourced CFOs with solid executive leadership experience working in the hospitality and retail sector with expert knowledge in franchising, real estate, and retail operations.

Testimonials

“We interviewed talent from around the globe and what was likely to be an impossible task turned out to be a smooth and productive process for all our stakeholders.”

-CEO, Global

“Bill's greatest strength in search is his ability to look beyond the candidate's hard skills to better understand how their goals, character and values align with the opportunity.”

-President, North America

“Bill truly differentiates himself by getting involved at all levels of the organization to truly understand our needs before conducting the actual search.”

CEO, Canada

“Bill has a creative and strategic approach to executive search. Bill not only finds outstanding talent, but talent that fits into a uniquely entrepreneurial business. I highly recommend Bill.”

-Chairman, North America

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PRIVATE EQUITY & FAMILY OWNED

- **President for Global Apparel Company**

Sourced general managers of apparel manufacturers selling through bricks-and-mortar and international eComm channels. Previously worked for a family-owned enterprise.

- **Chief of Research & Development, General Manager for a Custom Manufacturer**

Sourced General Managers and operations executives in the commercial refrigeration industry with experience designing custom solutions for global F1000 companies.

- **President for an Americas Industrial Manufacturer**

Sourced seasoned CEOs with family-office experience managing high-growth business turnarounds, mergers, and acquisitions.

- **President for an International Engineered Products Manufacturer**

Sourced Presidents and General Managers working in custom manufacturing with a strong sales and marketing orientation and knowledge of the North American market.

PUBLIC & SOCIAL SECTOR

- **President & CEO of a National Healthcare Charity**

Sourced executive directors with experience working in the NFP healthcare sector in advocacy, education, fundraising, and program development, reporting to a board.

- **President & CEO of a National Sports Association**

Sourced industry professionals with general management and industry and government relations experience who had previously reported to a Board of Directors.

- **Executive Director for a Toronto Mission**

Sourced Executive Directors with experience in a mission environment managing fundraising, program development, and operations reporting to a Board.

- **Chief Financial Officer for a Major Hospital Foundation**

Sourced CFOs with NFP experience in healthcare and education who led all aspects of finance & accounting, emphasizing reporting on fund development and donor relations.

OTHER

- **Chief Financial Officer for a Canadian Cleantech Renewable Energy Startup**

Sourced CFOs with Cleantech experience in biofuel and hydrogen technologies who led all aspects of finance and accounting, with emphasis on financial reporting.

- **Chief Operating Officer for a Home Improvement Finance Company**

Sourced senior direct marketing professionals with superior strategic, innovation and management skills to build a national direct marketing company.

- **Chief Technical Officer for an International Packaging Solutions Manufacturer**

Sourced CTOs with design, engineering and manufacturing experience in advanced automation and robotics.

Related Information

Industry Practices

- Consumer Products & Services
- Healthcare
- Business to Business
- Technology & Communications
- Financial Services
- Retail & Hospitality
- Advertising & Promotion
- Manufacturing & Industrial
- Infrastructure & Construction
- Clean Technology
- Natural Resources
- Private Equity
- Public & Social Sector

Publications

- Hiring Leadership Talent: 10 Steps to a Successful Hire
- When Do I Use a Search Firm
- Entrepreneurs: Born or Made
- The MBO Factor: Creating Wealthy Managers
- IVMT Factor: Four Keys to Start-up Success
- Top 10 Mistakes Executives Make When Looking for a Job
- Working with Recruiters
- Network Your Way to the Hidden Job Market
- Winning the Interview
- Show Me the Money
- Referees Call the Shots

White Papers

- Corporate Social Responsibility & Employee Engagement
“Making The Connection”

Global Affiliates

Mandrake is a partner in IESF, which operates through 80 offices in 25 countries globally.

