



# Colleague Guide

Updated April 2024

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## Welcome

Thank you for giving your time and talent to the Executive Service Corps.

This guide will acquaint you with the Executive Service Corps – its values, policies, and procedures. It will also provide a glimpse of the impact Executive Service Corps has on nonprofits, as well as the people and communities they serve.

As a valued Executive Service Corps colleague, you will receive training, opportunities for engagement, evaluation, and recognition for your commitment to enhance the effectiveness of these organizations.

The policies, practices, and other information described in this Guide will change from time to time as needed. You can stay up to date by reading our newsletters and emails, visiting our websites, attending professional development meetings, organization trainings and staying actively engaged.



Philip Waitzman MBA, MPH, MA,  
LCSW  
Interim President and CEO  
Executive Service Corps  
[Cite your source here.]

## About the Executive Service Corps

### Mission Statement

“The Executive Service Corps engages highly trained professionals who use their time and expertise to provide nonprofits with the consulting services they need to be successful.”

To achieve our mission, we provide consulting, coaching, and professional services to nonprofit organizations that impact millions of people each year.

## History

Since 1978, Executive Service Corps has developed an unmatched level of skills in nonprofit and public agency governance, management, and operations. The Executive Service Corps was founded by 19 of Chicago's most eminent corporate

leaders from companies like RR Donnelley and Inland Steel, who recognized the vast positive impact they could have on community needs by working together with nonprofit leaders. Since its founding, the Executive Service Corps has become a nationally recognized resource and is the region's largest nonprofit provider of capacity-building assistance for nonprofits and public agencies.



"Being part of an ESC team... was powerful."  
– Eleanor Hamilton

## Management

The Executive Service Corps' is led by Philip Waitzman, Interim President and Chief Executive Officer. Support staff is available to help consultant colleagues in the day-to-day administration of tracking activities, hours worked and training registration. You may contact Phil at [Philipw@execservicecorps.org](mailto:Philipw@execservicecorps.org). Phil invites you to connect on LinkedIn at: <https://www.linkedin.com/in/philipwaitzman/>

The Executive Service Corps is a 501(c)3 nonprofit organization and are governed by an elected board of directors. A current list of board members and links to their biographies are at <https://www.execservicecorps.org/boardlifedirectors>.

We have Internal Revenue Service (IRS) and state of Illinois tax-exempt status. Our tax-exempt number is 36-2984270.

## Funding

There are three primary sources for funding our organization:

### 1. Legacy Corps

The Legacy Corps is a group of generous donors who have made a lasting

commitment to the Executive Service Corps. Each Legacy Corps member gives a gift of \$25,000 or more. By contributing, they ensure that the Executive Service Corps endures to meet critical and emerging needs of the nonprofit sector for generations into the future.

To join the Executive Service Corps' Legacy Corps, please contact Executive Service Corps at 207 E. Ohio St, # 212, Chicago, IL 60611, or reach out to Philip Waitzman at [Philipw@execservicecorps.org](mailto:Philipw@execservicecorps.org). You can make your gift now or add language specifying your legacy commitment to the Executive Service Corps to your bequest and/or will. An example of bequest language is, "I give, devise, and bequeath to the Executive Service Corps of Chicago (ESC), a not-for-profit corporation (Tax ID 36-2984270) located in Illinois, [e.g., dollar amount, percentage, specific asset, or residue]." You should consult your attorney. If you have an estate or financial advisor, alert them in writing to your wishes and provide them with ESC's contact information. You decide how you'd like to support the Executive Service Corps' important community-building work.



"Legacy Corps contribution provides financial stability, ensuring ESC's longevity as a consulting resource dedicated to nonprofits and the men, women, children, and families they serve. I encourage you to join the Legacy Corps as an enduring investment in these vital services."  
- Ellard Pfaelzer, Jr., Life Director & Legacy Corps Member, Executive Service Corps (ESC)

## 2. Consulting Services

Our clients are successful because ESC is able to provide the highest quality consulting services at a fraction of the cost of most competitors. We ask our clients to contribute a nominal amount to the full value of our consulting work to help offset some of our expenses.

## 3. ESC Volunteers

Executive Service Corps' is also supported by generous donations from many of our colleagues who understand and appreciate the importance and impact of our services

to the quality of life in our communities.

The Executive Service Corps is proud to have earned GuideStar's Candid Platinum Seal of Transparency, their highest level of approval.



You can give online at [www.supportesc.org](http://www.supportesc.org) or mail your donation to the Executive Service Corps at 207 E. Ohio St., # 212, Chicago, IL 60611. You can also give gifts of stock, property, or other assets. We would not exist without individual donors like you. Thank you.

Your support makes our critical work possible. Thank you for building our community so we can make nonprofits successful!

Visit [www.supportesc.org](http://www.supportesc.org) to help today.

"The whole raison d'être of ESC is compelling—a nonprofit that serves nonprofits. I can think of no bigger bang for the buck in charitable giving."  
Robert J. Greenebaum, Jr., Life Director  
Executive Service Corps (ESC)



## Diversity, Equity, and Inclusion

The Executive Service Corps is committed to diversity, equity, and inclusion as an organization and in the philanthropic sector. The Executive Service Corps' Nondiscrimination and Anti-harassment Policy is posted on the public website on the "About" page.

## Clients

Our clients come from all parts of the philanthropic sector, including arts and culture, civic and community development, education and youth, health, human and social services, social enterprise, and public and government agencies. Our clients are our mission; we exist to serve them. Additionally, corporations, businesses, and B Corps engage us to help leverage their internal talent and resources to maximize impact in their community through strategic volunteer and grant opportunities.

The Executive Service Corps is proud to share recent client references at [www.execservicecorps.org/esclients](http://www.execservicecorps.org/esclients).

## Consultants and Executive Coaches

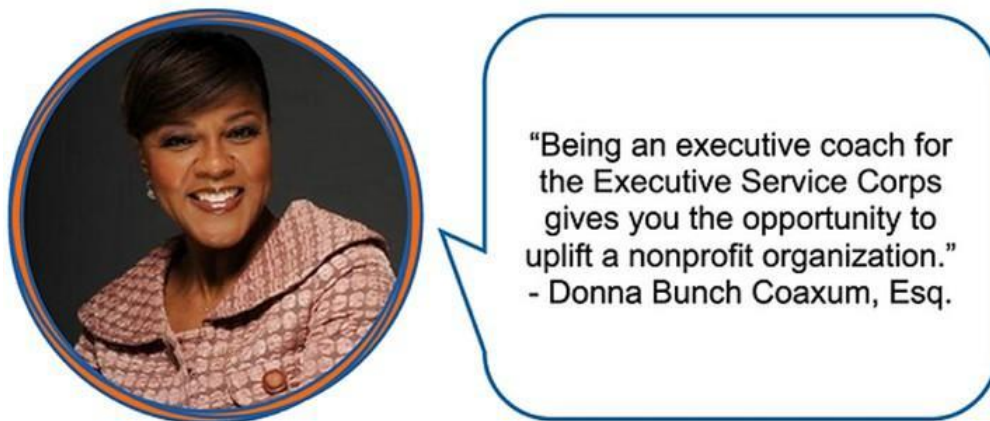
The needs of the Executive Service Corps' clients are both diverse and ever-changing. The Executive Service Corps' colleagues are our Engagement Managers, Consultants, & Executive Coaches. We provide "best in class" services, and the Executive Service Corps' goal is to exceed expectations – every time.



Through generous donations of time, talent, and treasure, the Executive Service Corps can provide nonprofits with exceptional services.

## Model

There is no other organization serving the nonprofit sector that offers ESC's unique brand of consulting – an approach we call “ESComplete.” The Executive Service Corps' colleagues are understanding and appreciate the nonprofit working environment. Our continuing education program trains them to holistically assess and address each client's diverse needs and priorities. Every non-coaching engagement is completed by a consulting team, comprised of members from among our hundreds of trained consultants. Our colleagues are carefully matched to each nonprofit's needs and market sector. Each team is led by a seasoned Engagement Manager and the team stays with the client from inception through implementation.



## Our Clients Are Extremely Satisfied

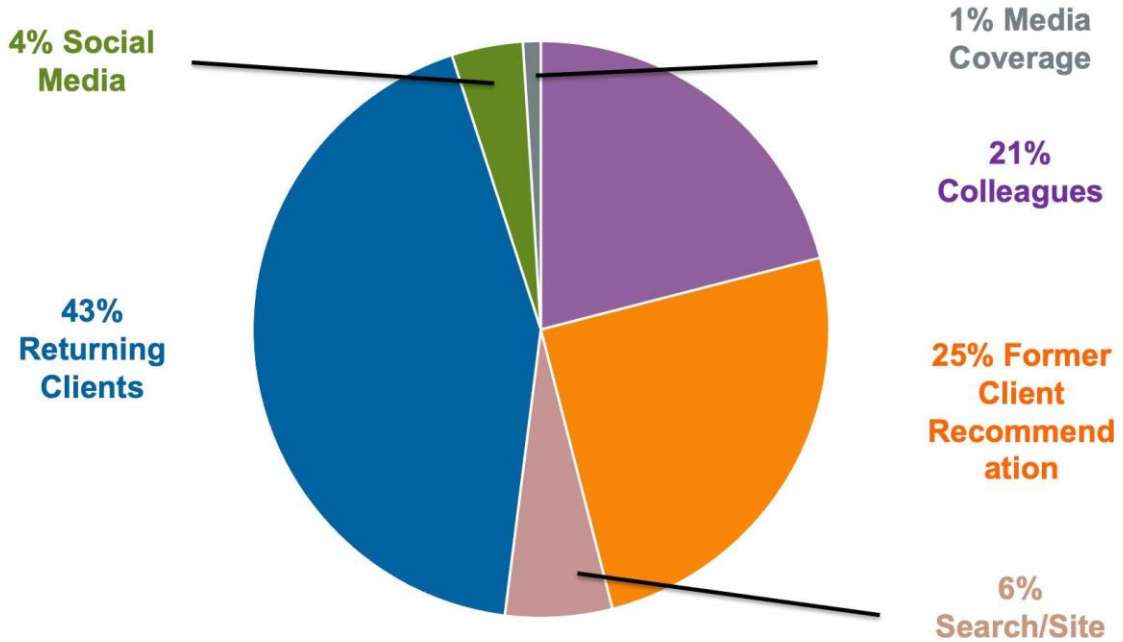
The Executive Service Corps works with hundreds of different nonprofit organizations. While we serve organizations based throughout the USA, most of our clients are based in the Midwest and in the greater Chicagoland area, in particular. You can learn about recent clients at <https://www.execservicecorps.org/escclients>.

After each engagement, we ask our clients to complete an anonymous client feedback

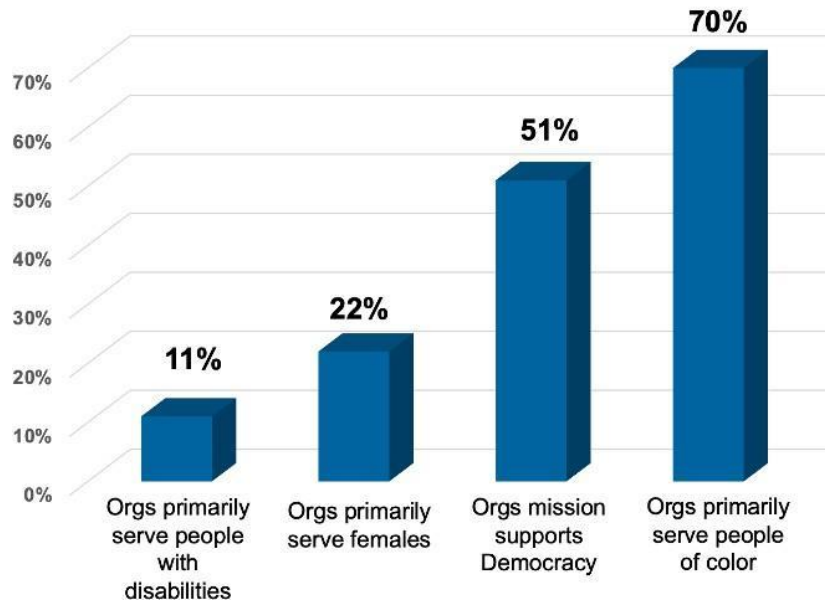


survey at <https://www.execservicecorps.org/feedback>. Last year, our work was rated 5/5, excellent. Our satisfaction rate is reflected in our extremely high returning client and client referral rates.

## Client Referral Source



## Who Are Our Clients



The clients ESC supports cover a wide variety of communities and constituents. Examples include:

### Arts and Culture

Arts Club of Chicago  
 South Chicago Dance Theatre

### Civil and Community Development

City Club of Chicago  
 American Society of Acupuncturists

### Education

Literature for All of Us  
 Chicago Friends School

### Public and Government Agencies

Village of Streamwood  
 River City Community Development

### Social Enterprises

Asian Americans Advancing  
 Chicago Lawyers' Committee for  
 Civil Rights

### Youth/Health/Social Services

Chicago HOPES for Kids  
 Family Service of Lake County

A more complete list of past clients and their testimonials can be found at:  
<https://www.execservicecorps.org/esclient>. Additional excerpts are included below.



### **Housing Forward**

*Executive Service Corps Project:  
 Organizational Analysis,  
 Executive Coaching, etc.*



### **American Institute of Architects Chicago**

*Executive Service Corps Project:  
 Strategic Planning*



### **Lutheran Child and Family Services of Illinois**

*Executive Service Corps Projects:  
 Executive Coaching, Strategic  
 Planning, Human Resources, etc.*

*“ The ESC team assigned to our project was very professional. They promised and delivered a comprehensive organizational assessment to address our growing pains. The ESC team provided a comprehensive report with key themes, recommendations ranging from ‘high impact’ to ‘nice to have,’ and a realistic implementation timeline.”*

#### **Lynda Schueler**

*Executive Director,  
 Housing Forward*

*“ AIA Chicago was so pleased in the work and collaboration with the ESC team for our new strategic plan. Bringing years of expertise in working with nonprofits and associations, the ESC team kept us on task and focused. They listened to us, provided a good structure, and continually encouraged our board and staff throughout the long process.”*

#### **Jen Masengarb**

*Executive Director,  
 American Institute of Architects  
 Chicago (AIA Chicago)*

*“ We have used ESC on numerous projects. ESC led our strategic planning process assisted with identifying both an interim and permanent CFO, re-tooled our performance management system, and redesigned our employee manual.”*

#### **Mike Bertrand**

*President and CEO,  
 Lutheran Child and Family Services  
 of Illinois*



**Lost Boyz, Inc.**

*Executive Service Corps Projects:  
 Executive Coaching*



**North Shore Exchange**

*Executive Service Corps Project:  
 Strategic Planning*



**Renaissance Social Services**

*Executive Service Corps Project:  
 Executive Coaching*

*“ We are so grateful for the professional services rendered by ESC. The quality of service provided has allowed us to position our organization very strongly for the future.”*

**LaVonte Stewart**

*Executive Director,  
 Lost Boyz, Inc.*

*“ The Executive Service Corps gave us the time, structure, and expertise to explore our key business hurdles and what to do about them. Our work is far from done, but we know where to go thanks to you. Thank you on behalf of all of North Shore Exchange. It has been a pleasure to work with ESC this third time, and I am sure there will be another.”*

**Wendy Serrino**

*Board President,  
 North Shore Exchange*

*“ Working with Executive Service Corps was a great experience. ESC went above and beyond in the services provided. It met all of the expected outcomes for our project. ESC has experts from all over that bring different skill sets than other consultants we have used in the past. I highly recommend ESC to any nonprofit looking into be more effective in meeting one’s mission.”*

**Michael Banghart**

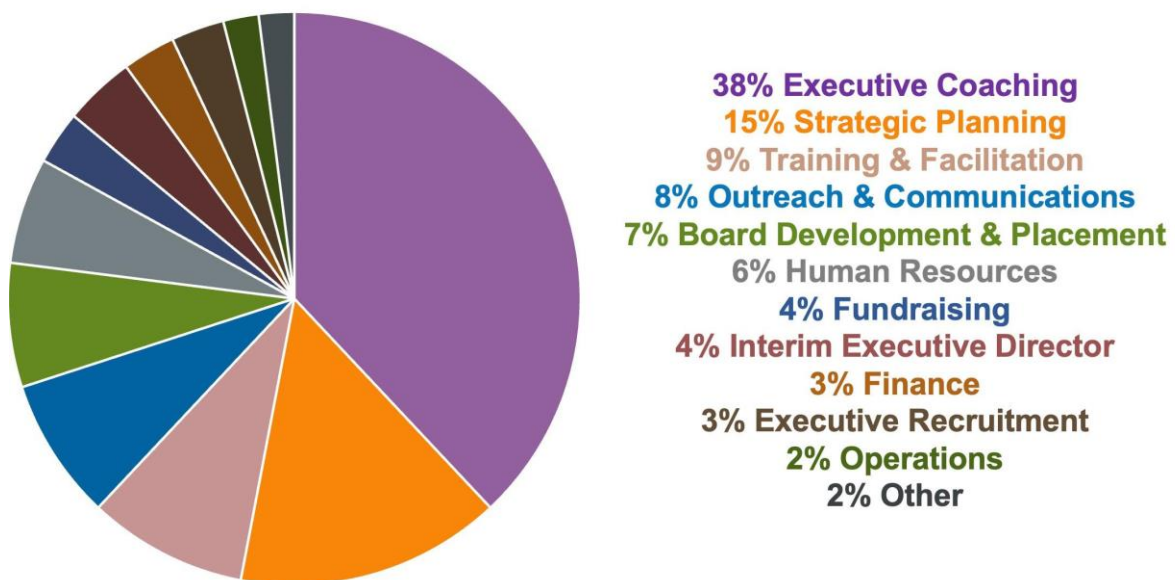
*Executive Director,  
 Renaissance Social Services*

## Our Work

The Executive Service Corps prides itself on the experience and knowledge that have helped nonprofits and public agencies in more than 4,500 engagements to address critical issues with real-world, affordable, and lasting solutions.

Our most popular services are Executive Coaching, Strategic Planning, and Human Resources, including board and executive recruitment and interim services.

### Project Type



### Strategic Planning Service

Good governance relies upon focused, informed Strategic Planning. It is the first and most critical tool for keeping an organization on task and aligned with its mission, while adapting to changing circumstances, environments, and opportunities – generally completed every three years in today’s economic and political climate.

For over 40 years, ESC has facilitated strategic plans for hundreds of nonprofits. During that time, we have crafted a six-step process where our consulting teams work with clients to identify and implement key strategies that will position them for success.

Our strategic planning information flyer is available on our public website at [https://www.execservicecorps.org/files/ugd/77738c\\_27342fe912cb4b21b0dd8d8e115174fa.pdf](https://www.execservicecorps.org/files/ugd/77738c_27342fe912cb4b21b0dd8d8e115174fa.pdf).

## Human Resources Service

For many nonprofits, Human Resources is one of the most challenging areas of nonprofit management. The Executive Service Corps' Human Resources consultants bring years of field experience and career accomplishments. Their work with nonprofit and public agency clients continue to strengthen Human Resources programs, policies, and procedures. We also assist nonprofits with filling Board of Director openings, sourcing interim Executive Leadership, and offer Executive Recruiting services to help provide nonprofits find the talent they need.

## Executive Coaching Service

Executive coaching and mentoring are powerful professional development tools to propel leadership and advance goals. Today's nonprofit leaders are facing frustrating pressures, and structured guidance can keep executives from burning out.

At the Executive Service Corps, leadership development is a process that supports the client in fostering a positive, optimistic, and open culture in the organization. It fosters innovation, new ideas, and strategies for tackling priorities and challenges. It facilitates the implementation process for new strategies and ideas, providing objective feedback and assistance with next steps. It is a collaborative partnership, providing the client with a trusted resource for optimizing management effectiveness.



"Joining the Executive Service Corps is so much more than just donating my time. I get to invest my skills and expertise in a way that has long lasting impact on the organization that I serve and the causes they support."  
- Terra Winston, MBA

## Our Colleagues

### Culture of Learning & Listening

Through the Executive Service Corps' continuing learning opportunities, consultants gain the necessary consulting skills base, an understanding of our programs and services, and knowledge of the issues and environment of the nonprofit and public sectors.

The Executive Service Corps is an organization that values a culture of continual learning and listening that directly benefits our clients and our consultants. When you join us, you join a community committed to this culture. We ask our colleagues to meet a continuing education expectation by attending at least one of our trainings or professional development meetings per calendar year.

### Roles

If you are retired and want to remain active, relevant and contribute – then the Executive Service Corps is the place for you. If you are still working and can share some of your time and expertise – Executive Service Corps is the place for you.

There are five roles that offer colleagues options as to how they chose to participate as part of the Executive Service Corps team. These roles are as follows:



- **Consultant:** Most of our colleagues join at this level, sharing their expertise on engagements led by an Engagement Manager.
- **Executive Coach:** Colleagues work with C-Suite nonprofit executives who need guidance, assurance and oftentimes - a sounding board for dealing with issues that confront executives.
- **Adjunct Consultant:** Colleagues that are subject matter experts and are brought into engagements on an ad hoc basis to support facets of an engagement as

identified by the Engagement Manager.

- **Engagement Manager:** As you grow within the Executive Service Corps, you may be asked to participate as an Engagement Manager (EM). Engagement Managers are the primary points of contact with clients, assemble a team, and ensure that the deliverables are consistent with client expectations. Engagement Managers are the life blood of the Executive Service Corps
- **Other Volunteers:** Colleagues that support the Executive Service Corps by performing what are largely back office or other specialized functions that are associated with the management of Executive Service Corps.
- **Committee Service:** In addition to our five colleague roles, we invite our colleagues to actively participate in our standing committees such as the Outreach and the Fund Development Committees. The Fund Development aka “Fun Committee” plans our social activities and fundraising efforts. Participation is open to all colleagues. Meetings are listed on our colleague calendar at <https://www.execservicecorps.org/calendar>.

When you complete a training, email [em@execservicecorps.org](mailto:em@execservicecorps.org) so that our staffing database can be updated with your new credential. This helps Engagement Managers staff future teams. To recommend or request additional training of any kind for colleagues, clients, or both, please contact Jennifer Joseph at [jinnefer.j@execservicecorps.org](mailto:jinnefer.j@execservicecorps.org) and she’ll share your request with the appropriate colleagues.

## Joining ESC

If you are interested in joining ESC,

- Submit an Application & Skill Assessment (<https://www.execservicecorps.org/apply>)
- Sign the Confidentiality Policy (<https://www.execservicecorps.org/confidential>)
- Sign the Conflict-of-Interest Policy (<https://www.execservicecorps.org/conflictinterest>)
- Attend Orientation class. This course is a required first step.



“I volunteer with ESC because I want to see the organization continue to thrive.”

- Barbara Hornbach

Our calendar of trainings and meetings is continuously updated at



<https://www.execservicecorps.org/calendar>. We recommend you bookmark that page and visit it on the first of every month so you can register your attendance.

- Go to <http://www.npoconsultants.org> and request a login.

## Mentorship

Each new colleague receives a mentor. Mentors are experienced colleagues who help onboard and orient their mentees. Great mentors are a friendly source of answers to questions about the Executive Service Corps and engagements. We recommend you reach out regularly to check in. Mentors are assigned after orientation is complete. For questions about mentorship, contact Dave Seaman at [daves@execservicecorps.org](mailto:daves@execservicecorps.org).

## Executive Coach Training

Executive Coach Training for consultants is available on demand at <https://www.npoconsultants.org/executivecoachtraining>. It's a required prerequisite for coaching engagements and is highly recommended for all consultants. For questions about our Executive Coaching Practice or this training, contact Sheila Rivera-Fathallah ([sheilarivera@comcast.net](mailto:sheilarivera@comcast.net)), and DeLesa Swanigan ([delesaswanigan@gmail.com](mailto:delesaswanigan@gmail.com)).



## Tech Tools Training

Tech Tools Training is optional, but the ability to use Google Docs and Google Sheets is not. If you're not comfortable with those platforms, the Tech Tools Training is your solution. It is available on demand at <https://www.npoconsultants.org/tech>. For questions about this training, contact Tim Thompson or other members of the Tech Tools Team at [timt@execservicecorps.org](mailto:timt@execservicecorps.org).

## Professional Development

Executive Service Corps provides quarterly professional development meetings that are open to all colleagues. Periodically, we offer training and development sessions that are available to the public. We ask our colleagues to attempt to attend both as their schedule allows. Internal professional development meetings are listed on our calendar <https://www.execservicecorps.org/calendar>. Public professional development meetings are also listed on our calendar as well as on our Eventbrite page at <https://www.eventbrite.com/o/executive-service-corps-esc-19707842929>. To suggest a topic or speaker for a future professional development meeting, email Phil Waitzman at [phillipw@execservicecorps.org](mailto:phillipw@execservicecorps.org), and he'll share your request with the appropriate colleagues.



## Diversity, Equity, & Inclusion Training

We highly recommend the following three DEI on-demand trainings for our colleagues:

- Nonprofit Board's Role in Diversity, Equity, & Inclusion Training, facilitated by Terra Winston: <https://www.execservicecorps.org/equitytrainingforboardmembers>
- Nonprofit Stakeholder "Increase Inclusion by Ending Micro-aggressions" Training, facilitated by Alexandria Simms: <https://www.execservicecorps.org/microaggressions>

## Practice Area Training & Sessions

Key practice areas have their own distinctive trainings in their specialized areas. As noted above, we recommend that all consultants complete the coaching training. If possible, we also recommend that any consultant interested in serving on a specific type of engagement participate in training for that engagement type in advance.

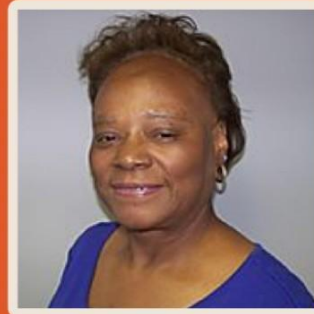
At Practice Group Sessions, consultants are updated on current trends and discuss ESC engagements related to the practice. The groups are open to anyone interested in

learning more about that practice.

### Strategic Planning Training

Strategic Planning is a signature service for ESC. We recommend that all consultants wishing to serve in this practice area take our strategic planning training, which is now offered in a self-paced format supported by members from our Strategic Planning Steering Committee. You can register at:

<https://www.execservicecorps.org/strategicplanningtraining>. For information on this training, contact practice leader Tom Lamb at [toml@execservicecorps.org](mailto:toml@execservicecorps.org).



"I like to volunteer because it gives me the opportunity to give back..."

- Emma Jean Jamison

### Engagement Manager Training

Engagement Managers lead consultant teams, act as the key client liaison, and mentor, coach, and train new consultants. The purpose of this course is to clearly communicate the expectations of Engagement Managers and to help participants feel prepared for this role. Note: This training is by invitation only, but you may let us know if you aspire to this role by emailing [em@execservicecorps.org](mailto:em@execservicecorps.org).

### Colleague Attributes for Success

In addition to your insight, knowledge, and guidance, your attitude, and the attributes you possess are critical to successful work with clients. While each of us has some of these attributes, none of us enjoys strength in all of them. Please remember these behaviors and traits as you interact with clients, members, and staff.

- **Active Listener:** Listens actively and genuinely; resists dominating discussions; makes others comfortable to stimulate conversation; possesses the patience to hear people out; restates accurately the opinions of others, even when in disagreement.
- **Relationship Builder:** Establishes, strengthens, and maintains rapport and trust.
- **Flexible:** Able and willing to adjust to new, different, or changing circumstances.
- **Sensitive:** Considerate of the feelings and needs of others; aware of the impact of own behavior on others.
- **Technically Aware:** Uses technology to enhance communication and research.

- **Open to Learning:** Willing to learn new skills, keep current, and accept feedback.
- **Committed/Takes Ownership:** Accepts personal responsibility for the success of an engagement.
- **Facilitative:** Coaches and develops others; builds commitment to a learning environment; provides growth opportunities.
- **Action-Oriented:** Takes initiative; gets things done.
- **Focused:** Maintains a clear sense of purpose.
- **Dependable:** Honors commitments; is reliable.
- **Positive Attitude:** Communicates a sense of optimism and support; possesses a sense of humor.
- **Perceptive:** Insightful; identifies the most important issues to be addressed.
- **Patient:** Remains calm despite difficulty or adversity.
- **Resourceful:** Able to handle difficult situations with creativity and ingenuity.
- **Analytical:** Able to determine the nature and relationship of the parts to discover the true nature of the situation; can discern hidden agendas.
- **Objective:** Perceives the situation without distortion by personal feelings, prejudices, or interpretations; unbiased; open-minded.
- **Cooperative:** Willing and able to work with others; values feedback and coaching from others.
- **Sound Judgment:** Makes decisions that are realistic and effective in meeting objectives.



### **Expectations for all Colleagues**

- Have a commitment to the Executive Service Corps' mission and core values.
- Accept responsibility for the success of the Executive Service Corps consulting engagements on which you work.
- Share your skills and experience with the Executive Service Corps and its clients.
- Adhere to the ethical standards of consulting and coaching.
- Practice active listening, one of our most valued attributes in consultants.
- Be alert to opportunities for services to clients.
- Help communicate the Executive Service Corps' story to potential clients, prospective members, and funders.
- Donate to the Executive Service Corps as you're able.
- Follow Executive Service Corps standards and procedures.
- Meet time duty commitments or provide adequate notice so that other arrangements can be made.
- Report time contributed and changes in personal data.
- Share feedback at the conclusion of your client assignments.
- Commit time – be willing to participate, make the Executive Service Corps part of your life.
- Learn new things by participating in Executive Service Corps training courses and ongoing learning opportunities.
- Get a real sense of satisfaction and reward for making a difference in our community.
- Have fun!

## Hours & Availability

Entering your Executive Service Corps hours at <https://www.npoconsultants.org/hours> is a critical part of a colleague's role. Please watch the instruction video at the top of the page to avoid mistakes and error messages when inputting your information.

10 Reasons Your Hours Submission Matters:

- 10. Accurately illustrates our true operational size and impact.
- 9. Strengthens the Executive Service Corps' marketing messages.
- 8. Required for our annual report and looks awesome!
- 7. Allows us to recognize and thank you for your service.
- 6. Help us reach our goal of volunteer hours logged for the year.
- 5. Raises our profile and esteem in the nonprofit community.
- 4. It's required for our audited financial statements.
- 3. Might help you get a bigger tax deduction.
- 2. Influences funders by demonstrating the full impact of our work.
- 1. Helps us properly report the value of our work to potential clients, clients, funders, and members. It raises awareness of the good work we all do together!



"Volunteering with ESC provides you with the opportunity to support nonprofits on the front lines of critical social impact."  
- Allison Rohner Lawshe

When hours are correctly submitted, they immediately appear on that person's personal Hours and Engagement page. You can access those in the dropdown under the "Hour & Availability" tab.

The personal Hours and Engagement page shows your hours and activity, including engagements and committees. If you lead an engagement or committee, it will also provide you with your team's hours.

In addition, when you indicate your availability for an engagement in your hour submission, that will immediately appear on our Availability Ticker (<https://www.npoconsultants.org/availability>). The Availability Ticker helps Engagement Managers staff their teams and staff assign Engagement Managers and Executive Coaches.

## Attendance

As an Executive Service Corps colleague, we depend on you to honor your commitments. We do understand that from time to time, certain situations may arise that prevent you from doing so. Regarding engagements, please alert your Engagement Manager (EM) and the assignment staff of any scheduled absences as far in advance as possible. In the event of an unscheduled emergency absence please alert your EM or appropriate Executive Service Corps staff member as soon as possible.

## Dress Code

The Executive Service Corps expects colleagues to project a professional image that positively reflects on Executive Service Corps. Business casual attire is requested.

## Code of Conduct

Professionalism and respect are required in all colleagues all the time. Treating staff with disrespect is prohibited and grounds for removal from the organization. Unprofessional or unkind actions can result in colleagues being immediately removed from the Corps, engagements, and our sites at the discretion of staff and the board chairperson.



“The bios of ESC consultants are truly amazing! More importantly, our consultants are committed to solid work and good outcomes for our clients.”

- R. Ernest Mahaffey

## Alumni

Executive Service Corps colleagues can take a sabbatical from their Executive Service Corps work at any time by indicating they are unavailable for engagements. When a colleague retires from the Executive Service Corps, we call them an “Alumni” of the Corps. Our alumni are welcome to continue to attend our trainings and asked to continue to donate to our efforts. Colleagues are responsible for keeping their information and status up to date on their biography pages in our internal directory (<https://www.npoconsultants.org/directory>), and in our internal staffing tool (<https://www.npoconsultants.org/staffing>). To update your information at any time, email [em@execservicecorps.org](mailto:em@execservicecorps.org).

## Our Impact

Each year, the work of the Executive Service Corps' colleagues is valued in the millions. Last year, our colleagues gave our community over five million dollars in consulting and coaching work through their Executive Service Corps engagements. We would be nothing without our team. Thank you for joining us.

