



Searching Outside the Box

While CS&A has successfully served independent schools for more than a generation (I recall using the firm many times when I was a school head), it also provides valuable services for related non-profit organizations seeking leaders. I had the opportunity to be engaged in two such searches in the last twelve months and can attest to the firm's capacity and ingenuity when assisting such organizations.

Last year I worked with The Boys and Girls Harbor of New York, a venerable and highly successful community-based organization that has served Central and East Harlem since its founding in the 1930's as a boys' summer camp for inner-city youth. Growing and changing over the years, The Harbor today serves over 3000 young people each year with pre/after-school programs, a charter school, a performing arts conservatory, and various community-based services, including college guidance and substance counseling. My job was to find the next executive director, a task that took me well beyond the boundaries of the traditional, independent school search universe. Working closely with a powerful board of philanthropic New Yorkers, the search eventually led to an outstanding new CEO from the public school world. This atypical experience demonstrated the firm's ability to reach outside its normal sources for candidates and its ability to understand a non-traditional organization committed to educational goals.

My second "outside the box" opportunity was the search that CS&A did recently for **School Year Abroad**, an educational organization committed to full-year exchange programs for high school students. Currently operating six campuses across the globe, SYA is a confederation of independent schools joined together in its belief that high school students can best learn the language and culture of other countries through a full-year immersion program. The organization relies on its member schools for students and is managed by a Board consisting of school heads and independent trustees. The search required significant communication with leaders around the world and the merging of educational skills and experience with significant management and fund-raising talents. Again, CS&A was able to provide the expertise, understanding, assessment, and energy to help SYAS find its new president.



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While schools are our primary clients on the Search Team side of CS&A, we have the experience and knowledge to work closely with different kinds of clients, always focused on making the best match with each organization.



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