

# Cheers to the Future!

Anna Campbell, Cory Gillespie, John Cramer, Karen Fitzgerald,  
Matthew Barbour, Zach Sumner

Advisor: Stephen Pile

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**PEPPERDINE UNIVERSITY**

Graziadio School of Business and Management



# Agenda

- Observations
- Recommendations
- Discussion
- Next Steps

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# Observations

1. You do need an onsite ED
2. Hiring an onsite ED will not solve for all of the concerns you have
3. The CAP does not seem to have a clearly defined long-term vision and strategy
4. Leaders understand the value and purpose of the CAP; staff don't

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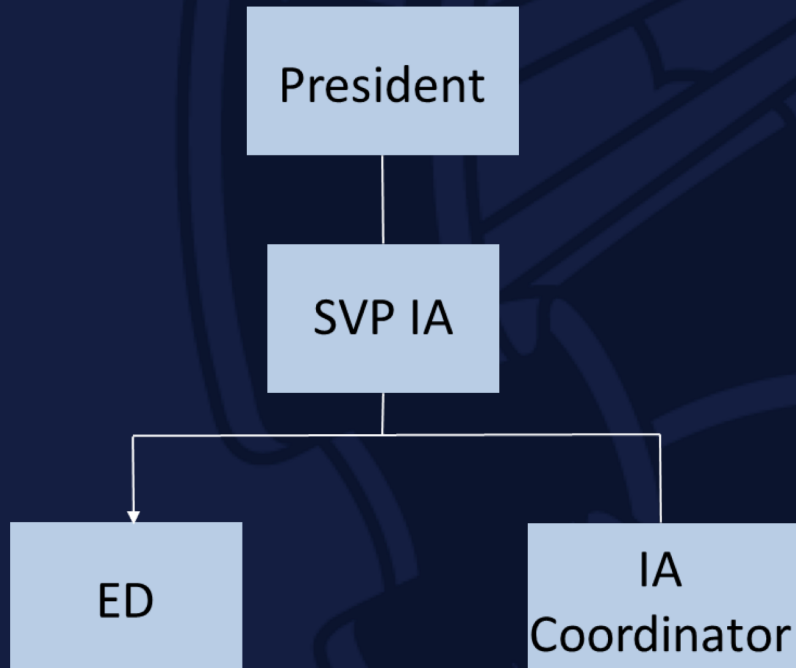
# RECOMMENDATIONS

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# Hire Executive Director

- Job Profile
- Reporting Structure
- On-Boarding Plan

# Organizational Structure – Option A



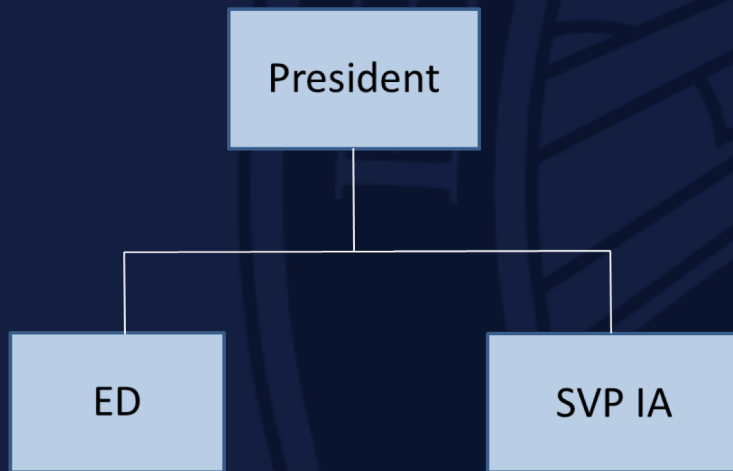
## Considerations:

- Industry Affairs team works with CAP
- SVP will need to be advocate for CAP at leadership meetings
- Potential for optics issues

# Organizational Structure – Option B

## Considerations:

- ED Presence at Leadership Meetings
- Clear delineation between NBWA and CAP
- ED to cultivate strong partnership with SVP IA



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# Leadership Team Workshop

- Re-Visit CAP Vision & Strategy
- Roles & Responsibilities Conversation

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# NBWA & CAP All Hands

- Pepperdine Visit De-Brief
- Clarify CAP Strategy, Vision, Goals
- ED Position Announcement

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# DISCUSSION

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# NEXT STEPS