



Services Offered:

Strategic Visioning

CEO Coaching

Executive Team Development

Speaker to CEO Groups

Creation and Implementation of High Performance Boards

Advisory and Fiduciary Board creation

Board Process Improvement and Management

Governance that Promotes High Quality Earnings

Comp Committee Chair

Industry Sectors Served:

Financial Services
 Manufacturing • Distribution
 Aerospace • Advertising
 Defense • Restaurants

Bill Hawfield Executive Advisor

Bill Hawfield is a professional manager, CEO Coach and Board process expert. After thirteen years with General Mills, where he was a division President, Bill left and founded Penguin's frozen yogurt franchise company. The successful chain grew rapidly to 130 stores and was sold to a French company.

He has coached over 200 CEO's and their teams on creating and implementing successful strategic plans. Bill has also created more than 100 Boards for privately-owned companies over the past 15 years and provided Board leadership that created over \$1.0 billion in value.

He is an international speaker for Vistage, an organization comprising 14,000 CEOs worldwide. His topics are Personal and Business Success and Highly Performing Boards. He is one of Vistage's experts in Advisory Board creation and implementation.

Hawfield has served on Boards in a wide variety of industries including: distribution, construction, manufacturing, aerospace, financial services, advertising, and restaurants. He is the Lead Director for Orco Construction's Board and serves as Compensation Committee Chair.

He is a member of the National Association of Corporate Directors and has spoken on creating sustained, positive change in organizations through a strong Board process. He is a contributing author on Family Boards and has been published in the NACD national publication.

His formal education includes an undergraduate degree in Physics, an MBA in Management from the University of Virginia, and 22 years as a member of Vistage International.