



## Renee Baker Arrington

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In driving exceptional outcomes for clients and the firm, **RENEE BAKER ARRINGTON** understands and respects the outsized impact on business – both the future trajectory of a company and often the market generally – that executive search can have. She is appreciated for her genuine and direct style as well as her consistent contributions to the discussion. While never losing sight of the big picture, she relies on her instincts about what is happening behind the scenes. Renee shows up and participates – if she’s in, she’s all in.

Renee’s experience has spanned search execution to search firm leadership to industry leadership. Along that journey, she acquired global experience and deep expertise in human capital. She is valued as a strategic thinker in the increasingly complex and mission critical talent, succession planning, and executive compensation challenges that her clients face. She serves publicly traded, privately-held and not-for profit enterprises across a broad swath of industries at the board, C-suite and executive levels.

Currently, Renee is President & COO, Pearson Partners International, Inc. and Global Chair, IIC Partners, a Global Search Network of which Pearson is a member. As a consultant, she leads the firm’s Board practice and its Technology Leaders practice, is a top revenue generator, and received global recognition by the Association of Executive Search & Leadership Consultants (AESC) in 2018 for search excellence. She is increasingly sought out for confidential and “strategic lift” searches, for example, one that was successfully completed while the client was going through a proxy fight.

Previously, Renee served as Vice President in A.T. Kearney in their executive search practice. Earlier, Renee rose from Research Analyst through Paul R. Ray & Company, which later became Ray & Berndtson, to a Shareholder and then Partner. Also, during that time, she served as the firm’s first Director of Professional Development. She was an early adopter of the “culture fit” concept and implemented an innovative methodology for evaluating search candidates.

Renee is a frequent speaker at conferences including HMG Strategy’s nationwide *CIO Summits*, was featured in the book *Future State 2025* (Wiley 2020) and has been quoted in the *Wall Street Journal*. She holds the NACD.DC certification, serves as Immediate Past Board Chair of the NACD North Texas Chapter and is a member of the Private Directors Association. She holds a BA from Trinity University and studied at Parsons School of Design in Paris. From an early age, Renee was encouraged to speak a second language by her family and became proficient in French. She lives in her home town of Fort Worth with her husband Michael.