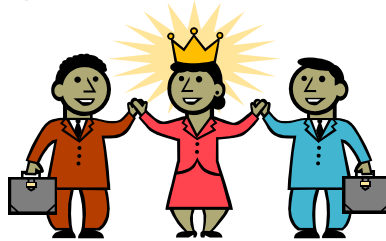


# The hiring of Dave Humpton and Bill Blum Now the Story Can Be Told

**Congratulations are in order!**



The Montgomery Village community enters 2008 with a collective upbeat sense of relieve, hope and optimism with the experienced and capable leadership team of Dave Humpton and Bill Blum on board, in place and in charge as the Foundation's Executive Vice President and Director of Finance and Administration. Congratulations and acknowledgements are in order.

## **Thanks!**

To the ad hoc Personnel Selection Committee, for their time, effort and personal sacrifice that brought about such a successful outcome. The committee was able to perform despite distracting challenges to its legitimacy, make up and competency.

To Bob Hydorn in his second meeting as MVF board president calling for board approval of the appointment of the ad hoc Personnel Selection Committee after 288 days or 9 ½ of inaction after Zakian and Barber's resignations. 9 ½ months is more than enough time to make a baby and fill a key position. But in both situations, someone has to start the process. Although it wasn't pretty Bob Hydorn's courageous leadership got the process started.

To Katherine Gray, Jim King and Scott Johnson elected to board in March of 2007 for delivering on their promise to "restoring confidence in Montgomery Village by hiring the best executives we can recruit to be the next MVF executive vice president and a new director of finance". In their role as members of the board and the Personnel Search Committee they made the difference.

## **No Thanks!**

To the hold over members of the Board of Directors of the Silliman-Wright-Zakian-Campbell era, who after the passage of the motion to establish and authorize the ad hoc search committee to move forward with the search, publicly criticized and questioned the judgment and legitimacy of the board's actions. As in the past they have contributed little while taking credit for a lot.

And not thanks as well to those Homes Corporations' tribal leaders whose childish attempt to bully their way to an undeserved seat of power at the search table.

## How it happened - Now the Story Can Be Told.

While we celebrate the favorable results now, during its 6 months of intense deliberation, the committee experienced a continuing series of disappointments and set backs. The silent consensus among its members was that a favorable result was very much in doubt.

### The Search Begins



At the initial organization meeting of the search committee Pat Huson provided the Executive Vice President's provided position descriptions and a status updated.

The recently elected members of the board and the home owner representatives on the search committee silently wondered why after almost 10 months there appeared to be little evidence of preliminary staff work, preparation, planning and off course progress made on these 2 important positions.

It was assumed the Foundation would have in place an automatic standard employment process for identifying, attracting, screening, qualifying and evaluating each job classification group when a vacancy occurred. This would be especially true for supervisory and management level staff openings.

Pat assured the committee that indeed was the case. There were already many experienced and qualified applicants for the Director of Administration and Finance position. Lois Campbell was keeping Treasurer Katherine Gray apprised. The Executive Vice President opening had for sometime been made know through trade and executive personnel placement contacts and sources.

Through the spring and summer the committee met frequently to review and discuss applicants and conduct group telephone interviews with candidates. In August the committee presented for board consideration 3 candidates.

Headlines in *The Gazette's* September 19<sup>th</sup> edition trumpeted the board's responses "MVF lingers without leader – One board member's refused to vote leaves hired in 4-4 tie". The ensuing articles printed Pat Huson's assessment of the situation "As far as I know they're still deadlocked. I honestly do not see at this point how it will be resolved. But I'm sure that it will be".

As the Village enjoyed the Labor Day holiday weekend there the silence on the Director of Finance and Administration opening signaled more disappointment.

## **What was going on?**

As in so many events that don't happen in the Village the Foundation had once again put into play its policy mandated practice of passive personnel, program and problem solving management style in filling these 2 key positions. That's right nothing had been done or accomplished.

The application files for the DF&A position lay dormant in Lois Campbell's possession including Bill Blum's impressive resume, his frequent follow up faxes and telephone inquiries.

Other than advertising the position in *The Village News* there was little evidence that either job was advertised and posted on line in any local, metropolitan, national, trade or employment newspapers or publications. Shortly after the ad hoc search committee membership was determined the EVP opening was posted on the Community Associations Institute "CAI Job Market" internet job bank. This produced the 15 applicants the committee considered and the 3 candidates submitted to the board consideration.

A carefully targeted and managed executive job search for comparable positions, utilizing advertising in the employment sections of metropolitan, national, business, HR and trade journal newspapers and publications and corresponding web postings would normally produce several hundred responses.

## **How did we avoid the train wreck?**

We got lucky, 3 times. First, board member and Treasurer at the time, Katherine Grey had reviewed the initial DF&A applications and resumes received and was particular impressed with the Bill Blum's experience, background and credentials. Not satisfied with the answers and delays to her frequent inquires and requests, Katherine contacted Bill directly, set up meetings and interviews that lead to his hiring.

The second lucky event was the board dead-locked vote. First it prevented the hiring of yet another MVF EVP selection mismatch. In all probability the rendition of the Village's pathetic plight as described in *The Gazette's* September 19<sup>th</sup> edition must have inspired Dave Humpton to say "I think I can help these guys".

The third component of the perfect storm of luck was Dave's availability and interest at the Village's most desperate hour of need.