

Ädelbrook Behavioral and Developmental Services

Christian Social Service

Executive Placed

Alyssa Goduti
Since 2018



Situation

The reason for this search was the retirement of a CEO who had led Ädelbrook for 12 years through a lot of change in the Connecticut

Medicaid System and the widespread economic uncertainty of the state's finances.



Strategy Deployed

At the beginning of the search, we had one-on-one appointments with each member of the Search Committee and telephone conversations with the remaining members of the Board. Additionally, we had one on one visits with each member of the senior staff.

We summarized and synthesized these findings into the following critical needs for the next CEO of Ädelbrook.

It was critical that the next CEO understand third part reimbursements. Although not a must, it would be very helpful to Ädelbrook if this person were familiar with Connecticut politics and already had a network of key contacts at the state level.

The ideal candidate needed to have the vision of an innovative leader, be an articulate communicator with all stakeholders, a strong financial

manager, a concerned people manager, and have significant competence as a facilities manager, organizational promoter, fundraiser, policy maker, program overseer and compliance manager.

Finally, the ideal candidate would be motivated by faith and mission; empowered by an abiding faith but also embrace the mission of acting as a Christian without being overtly and visibly Christian to employees and external regulators. This implies political savvy. It also implies a lack of concern for personal showmanship and calling attention to one's self.

The search drew a strong pool of people from greater New England. These candidates had managed budgets from \$100M - \$250M, and had led organizations with as many as 1300 employees where their positions ranged from Vice President to CEO.

After much deliberation and multiple interviews, the search committee selected Alyssa Goduti. In Alyssa they had a leader who had been a CEO of a local industry-similar nonprofit for five years. She had experience in government relations, business development, operations and strategic planning. She had a track record of leading highly functioning teams and working with Boards to grow organizations. Additionally, she has served and continues to serve on a number of State committees and has been a gubernatorial appointee. Although not a critical aspect of the role, Alyssa had experience in fundraising which is always important in a nonprofit organization.



Outcome

JobfitMatters team was a great partner to the Ädelbrook search committee. The System for Identifying Motivated Abilities

(SIMA) provided a comprehensive profile for each of the final candidates equipping the committee members well for the interview

process and the ultimate selection of the finalist.