Strategic Dashboards

Executive Alliance uses the following dashboards to ensure that the organization is achieving its strategic objectives. At board meetings, Committees will share their objectives for the year and their progress towards those goals.

The Executive Director will be responsible tor providing dashboards to the committees and committee chairs will provide completed dashboards to Executive Director one week prior to the board meeting for inclusion in the board packet.

Our Mission

To accelerate the success and leadership of accomplished women by expanding their impact and influence through advocacy, education and mentorship.

- Executive Alliance Advocates: through its census studies, Women of Excellence luncheon, alliances with search firms, partnerships with private and public entities, collaboration with executives involved in the board selection process, and its affiliation with Leaderboard.
- Executive Alliance Educates: through programs, workshops and events supporting leadership development and addressing the opportunities, challenges and issues women face in the board selection process.
- Executive Alliance Mentors: through its Effective Impact Mentoring program for emerging leaders and networking opportunities for its members.

Our Vision

To be the regional catalyst and authority on issues affecting women in leadership.

Our Positioning Statement

Executive Alliance is the organization of choice in the Greater Baltimore region for connecting accomplished women on a professional and personal level to expand their impact and influence in the board room, the community, and in the leadership of businesses, civic organizations, and government.

Mentoring Dashboard

Updated August 2026

Committee Chairs: Krista Crawford & Kim Davis

Mission of Committee: The Effective Impact Mentoring Program provides a unique year-long training and mentoring experience to help women succeed in the workplace and become more effective leaders. The program pairs Executive Alliance members with women in middle management or entrepreneurial positions [mentees] where the Executive Alliance member's experience and skill can help guide the professional growth and development of the mentee. In addition, the program provides mentees with four half-day professional development sessions. Members participate in this program by volunteering to be a mentor, a speaker or assisting on the Mentoring Committee

Budget for 2026-27: $

Element from Strategic Plan	2025-2026 Challenges & Successes	2026-27 Objectives and Progress
Raise the enrollment of the program to increase visibility and prestige	*Schedule zoom info sessions as a recruitment tool in January, April and May.* *Build on success of In the Room with celebrity mentor (Brooke Lierman?) and increased number of mentors. Add bios for mentors in advance; Executed. Mentors and Mentees were on several panels. Offer learning tracks (groups). Not needed. Ask in follow up survey what topics were most helpful, which mentors attendees went to. No one completed it.* *Continue to build out segmented audience for mentoring recruitment, including companies and individual recruits. –* *Discount to honor roll attendees* *Created Associate Membership* ✓ *Refine program with co-chairs*	Limiting the number of mentees to keep the quality, in-room comfort, and integrity of the program. Monitor over subscription and testing larger group. Suggest Increase price of the program and discount for recommendations.

Strengthen the program for participants	*Promote more interaction between mentees and members.* Opening three sessions to EA members – Personal Branding, Negotiation and Presenting your Best Self Executed. *Assess opportunities in the marketplace for other types of mentoring program .We are unique and must Balance capacity.* *Use committee to help recruit participants and develop program. Executed.* *Consider providing mentoring training for EA members – Created the Session on be the best mentor.*	Co-Chair needed for 2026-27 No major enhancements of the programming are needed. The past year the material flowed well. The engagement was strong on a session-by-session basis. To improve, continue to make a targeted connection of the material in the arc format, beginning within and ending with presenting to others.

Track efficiency of program to measure success and improve outcomes	*Program to develop mentoring skills* *Landscape analysis for mentoring program. XX* *Create a longevity survey to measure outcomes related to the program – year out, five years out.* See 2027 planning. *Track whether mentees become EA members – five year mark is appropriate.* I think the best example of the richness of the program can be found in these words of the 2026 graduate, Sophia Lawson: I recently finished negotiating a promotion at my company. I have a new CEO and he began talking with me about a new role shortly after joining our company. After multiple conversations and several days of negotiating.... I secured the promotion. My new role is Chief Strategy & Growth Officer. I am extremely excited by this opportunity. This was the next step in my executive evolution and portfolio and along my path of becoming a CEO myself. As I learned from the mentoring program; I did NOT ask for permission, kept emotions out of it, was direct with my ask and explained the rationale for why the position is of strategic importance to the future of the organization. Looking back today, I realize I very effectively used "*not biting*" on his first two compensation offers, gaining leverage without overreaching and most of all, strategic use of silence and pauses. I refused to volunteer compensation leverage early in the discussion and was patient until we reached the total comp package I deserved. Thank you all for all your shared wisdom, support and encouragement. I found my voice, confidence and valuable skills that empowered me to accomplish this goal. You all truly live the mission of the Executive Alliance. Wishing you all continued blessings in your jobs and lives!...My new role is Chief Strategy & Growth Officer.	Will provide additional mentoring tools and coaching in 2027. In the planning stages of how to best execute the capture, analysis, and retention of this process. Monitor Associate Membership enrollments as they relate to graduates. *Create a longevity survey to measure outcomes related to the program – year out, five years out.*