



Carol Coughlin
Governance, M&A

Carol Coughlin is an experienced public company board chair and audit committee leader, recognized for her expertise in corporate governance, strategic transactions, and M&A. A qualified financial expert and NACD Board Leadership Fellow, she guided a public company through acquisitions, doubling its size before leading a merger. As a healthcare CFO, she drove profitability through growth, turnarounds, and integration. Carol is also founder and CEO of BottomLine Growth Strategies, advising CEOs on enterprise value and operational transformation. She holds an MBA from Loyola University Maryland, a BS from Towson University, and is a Certified Public Accountant in active status.

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Cindy Flanders
Banking, Strategic Leadership

Cindy Flanders is a veteran financial executive and board director with deep expertise in commercial banking, risk oversight, and strategic leadership. She serves on the board of Forbright Bank and was previously the CFO of Argan, Inc., (NYSE: AGX). She currently serves on their board and chairs their Nominating and Governance committee. She previously led Bank of America's Mid-Atlantic commercial banking division. She is the CEO and Founder of Manage Fearlessly, a resource for executive, leadership and business coaching. She holds a B.S. and MBA in Finance from the University of Maryland Smith School of Business.

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Gail Letts
Governance, Banking

Gail Letts is a board director and governance leader in the banking sector. Since June 2019, she has served on the board of Community Bankers Trust Corporation (holding company of Essex Bank which is a part of the United Bank network), where she chairs the Nominating & Governance Committee. Prior to that, she held executive leadership roles as President & CEO of SunTrust Bank's Central Virginia region, Richmond Region President & Chief Lending Officer at C&F Bank, and Virginia Market President at First Tennessee Bank—all of which laid the foundation for her board governance proficiency. Letts also brings operational insight from her tenure advising financial institutions through transitions, culture shifts, and executive growth initiatives.

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Jen Lowry
Audit, Energy

Jen Lowry is corporate board director and financial governance expert with deep industry and committee experience. Since mid-2025, she has served on the board of MGP Ingredients, acting as Chair of the Audit Committee. She has also served as an independent director and Audit Committee chair at MYR Group since 2018, and as an independent director and chair of the Energy Risk Management Committee at Clearway Energy since 2022. Additionally, she held a board position on TPI Composites from November 2024 through 2025, participating on the Audit Committee. She served as Vice President of Risk, Treasury, and Corporate Finance for McCormick & Company, Inc. From 2016 until her retirement in 2021. Ms. Lowry previously held senior management positions with Exelon Corporation (“Exelon”) including as Senior Vice President of Generation Strategy, and at Constellation Energy, as Vice President and Treasurer.

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Lisa Manzone
Recruitment, Compensation

Lisa Manzone is the former Chief Human Resources Officer of McCormick & Company, where she led global people strategy and served as Secretary to the Board’s Compensation and Human Capital Committee. Over her 15-year tenure, she guided executive compensation, talent development, succession planning, and board recruitment, leading the appointment of five directors. A corporate officer and Management Committee member, she also served on McCormick’s Investment Committee. Manzone currently serves on the boards of Baltimore Public Media and the University of Maryland Medical Center. She holds both a B.S. and M.L.I.R. from Michigan State University.

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Alicia Wilson
Negotiation, Real Estate

Alicia Wilson is the vice president for civic engagement and opportunity at Johns Hopkins University. In this role, she leads and coordinates a broad range of strategic initiatives aimed at fostering community partnerships, economic growth, and civic engagement in Baltimore and beyond. Wilson currently serves on the boards of the University of Maryland School of Law Board of Visitors, the CollegeBound Foundation, the Kennedy Krieger Institute, and the France-Merrick Foundation. She is also co-founder of the Black Philanthropy Circle at the Baltimore Community Foundation. She is a graduate of the University of Maryland Baltimore County (UMBC) and the University of Maryland Francis King Carey School of Law.

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Thank you to our Honorary Trustees for 2025-2026

Executive Alliance: Advancing Women's Leadership in Maryland

Executive Alliance is committed to increasing women's representation at the highest levels of leadership in Maryland. Through advocacy, education, and mentoring, we drive progress and open doors for women to lead.

Who Is an Honorary Trustee?

An Honorary Trustee is a woman of distinction—an accomplished leader who has made significant contributions to her field and community. Ideal candidates currently serve or have served on compensated corporate boards or startup advisory boards.

Why Serve?

As an Honorary Trustee, you play a vital role in shaping the future of women in board leadership. You'll serve as a trusted advisor to participants in our QuickStart program, a six-month initiative launching in September to prepare 6–10 high-potential women who are members of Executive Alliance for their first corporate board seat. Led by executive board coach Suzanne Miglucci, the program delivers personalized coaching and practical strategies for board readiness.

Ways You Can Contribute:

- Offer feedback on board bios and interview prep
- Meet one-on-one with program participants
- Share insights on navigating the boardroom
- Recommend panelists or speakers for Executive Alliance programming

Your Involvement Includes:

- Invitation to QuickStart kickoff and graduation events (September–February)
- Recognition on the Executive Alliance website, signature event materials, and publications
- Attendance at select Executive Alliance events as our guest

Commitment Timeline:

Honorary Trustees serve a one-year term aligned with the Executive Alliance membership year (July 1 – June 30). The anticipated time commitment is 1-2 hours a month.

Join us in championing the next generation of women board leaders. Your experience and leadership can help open boardroom doors that remain closed to too many.