

Connecting Human Resources to the Board

CTPartners' 1st Annual Board of Directors Institute on Human Resources

ROBERT HOLLAND | Board Director, YUM! Brands, Lexmark International, Carver Bancorp, Neptune Orient Lines

Mr. Holland currently is a General Partner with Williams Capital Partners, a private equity fund based in NYC, and he is in the early stages of raising another, unrelated fund for investing in mid cap businesses in West Africa. Until April 2001, he was Chief Executive Officer and sole owner of WorkPlace Integrators (WPI), a Southeast Michigan company (and turn-around challenge) he acquired in June 1997 and sold in April 2001. Prior to WPI, Mr. Holland was President and Chief Executive Officer of Ben & Jerry's, the Vermont-based ice cream maker. Mr. Holland previously served as Chief Executive Officer of Rokher-J, Inc. a New York based holding company for participating in business development projects and for providing strategy development assistance to senior management of major corporations. Prior to his most recent stint with Rokher-J, he was Chief Executive Officer and a major stock holder of Gilreath Manufacturing, Inc., an automotive parts supplier, and Chief Executive Officer and principal owner of City Marketing, a corporation whose business was a successfully restructured beverage distribution company in southeast Michigan.

Earlier, Mr. Holland was an Associate and then Partner with McKinsey & Company, Inc. During that time he worked with a variety of industrial and consumer goods clients (e.g., steel, inorganic chemicals, machinery, railroads and consumer packaged goods), primarily to develop long-term growth strategies or to achieve a turnaround in performance. Although based in New York, he spent extensive time in McKinsey's Amsterdam, London and Cleveland offices, and extended engagements in Mexico and Brazil.

Mr. Holland is a former Chairman of the Board of Trustees of Spelman College, Atlanta, Georgia, where he served as a trustee for 25 years. He is a member of the Advisory Board to the NCAA, the Board of the Harlem Junior Tennis Program, and the Board of the Research Corporation (a foundation based in Tucson, AZ devoted to the advancement of science and technology). He is a former director of Olin Corporation, Frontier Corporation, the MONY Group and ACNielsen.

He holds three honorary degrees: Doctorates of Laws from Union University, Schenectady, N.Y. and University of Vermont; and a Doctorate of Business from Bryant College in Providence, R.I.

Mr. Holland currently serves on the boards of: Boardroom Consultants (Advisory Board), Carver Bank Corp, Lexmark International, Inc., Neptune Orient Lines (Singapore), PepsiCo (Advisory Board), and YUM Brands.