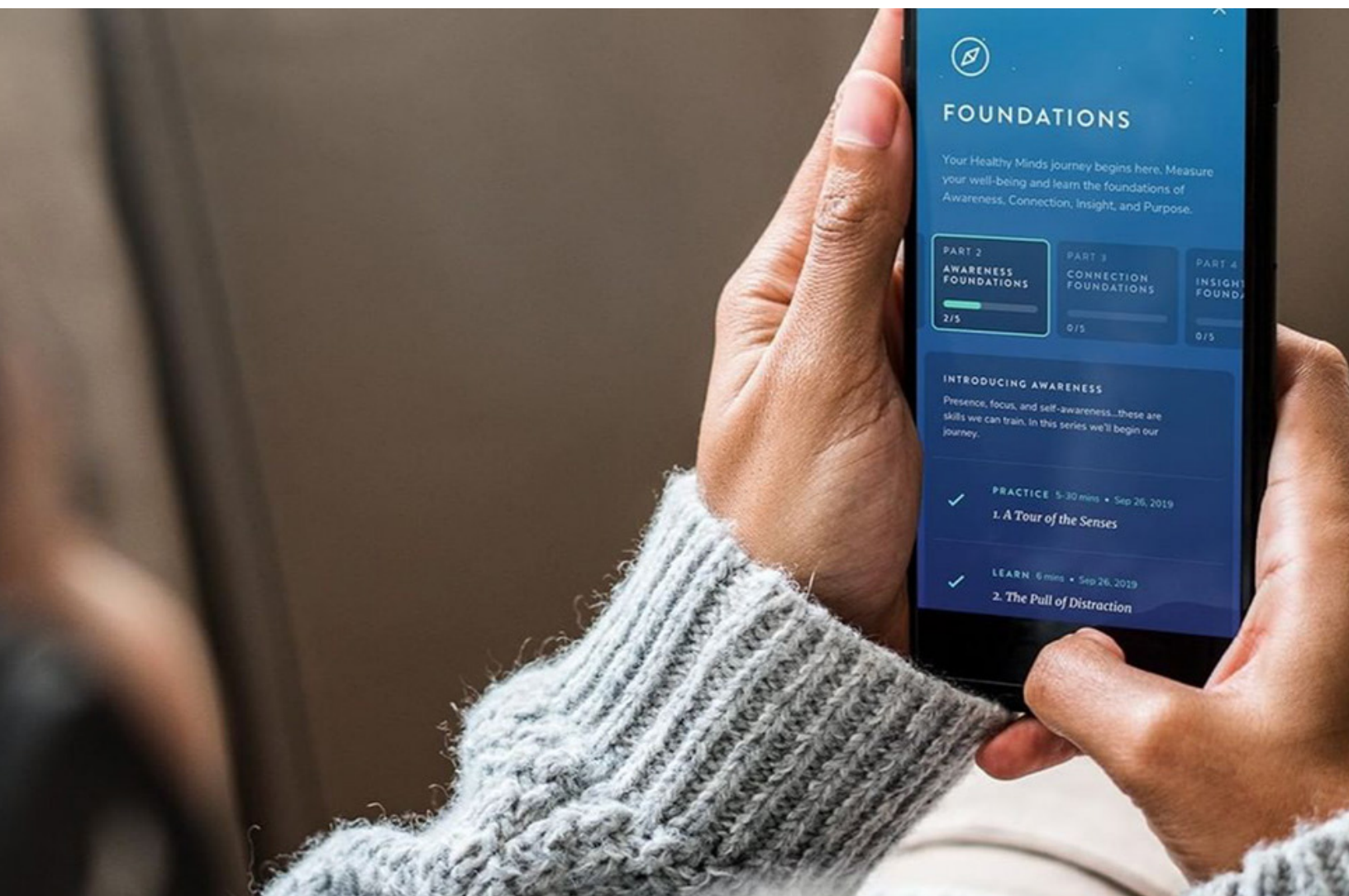


POSITION PROFILE

Healthy Minds Innovations Chief Executive Officer

Madison, WI | Location Flexible



About Healthy Minds Innovations

Established in 2014, Healthy Minds Innovations, Inc. (HMI) is a nonprofit organization founded by world-renowned visionary neuroscientist, Dr. Richard Davidson, a global leader in the science of well-being. In 1992, Dr. Davidson met His Holiness the Dalai Lama for the first time and in that conversation His Holiness challenged Dr. Davidson by saying, “You’ve been using tools of modern neuroscience to study stress, anxiety, and depression. Why can’t you use those same tools to study kindness and compassion?” This simple but powerful statement changed the course of Dr. Davidson’s career and, 20 years later, was the key inspiration for



His Holiness the Dalai Lama & Dr. Richard Davidson

the creation of Healthy Minds Innovations. HMI’s mission is to translate science into tools to cultivate, measure, and promote well-being and human flourishing in the world by designing, developing, and disseminating innovative offerings derived from rigorous scientific research.

Alongside its colleagues at the Center for Healthy Minds (CHM) at the University of Wisconsin-Madison, HMI is dedicated to realizing the vision of a kinder, wiser, more compassionate world. HMI takes the discoveries and insights gleaned from the CHM’s research—as well as that of its own scientific team—and translates them into tools that help people around the world build skills of well-being. In addition to creating and widely sharing products and services, HMI also manages philanthropic activities, public speaking engagements, and special initiatives.

In light of recent events related to the global pandemic, deepened economic insecurity, and racial inequality, among many other radical adaptations to daily life, increasingly large numbers of people are suffering from mental health challenges. Effective and accessible tools that can help people around the world build skills of well-being are needed now more than ever.

HMI is a non-profit 501(c)(3) with the character of an early to mid-stage tech start-up. It embodies a people-first work culture that is steeped in respect, integrity, compassion, creativity, and innovation with a high bar of excellence for its people and its work to flourish.

Mission

Translate science into tools to cultivate and measure well-being.

Vision

We strive for a kinder, wiser, more compassionate world.

The Four Pillars of a Healthy Mind

The Center for Healthy Minds has created a new scientific framework for understanding how human flourishing can be nurtured consisting of four pillars of well-being: Awareness, Connection, Insight, and Purpose. Research shows that each of these four pillars is related to specific networks in the brain and can be strengthened through mental training including practices like meditation.



Awareness

Be more calm and focused by practicing mindfulness & strengthening attention.



Connection

Learn simple skills to build healthy relationships & foster caring interactions with others.



Insight

Increase the skill of self-inquiry to see how our thoughts, emotions, and beliefs shape our experience.



Purpose

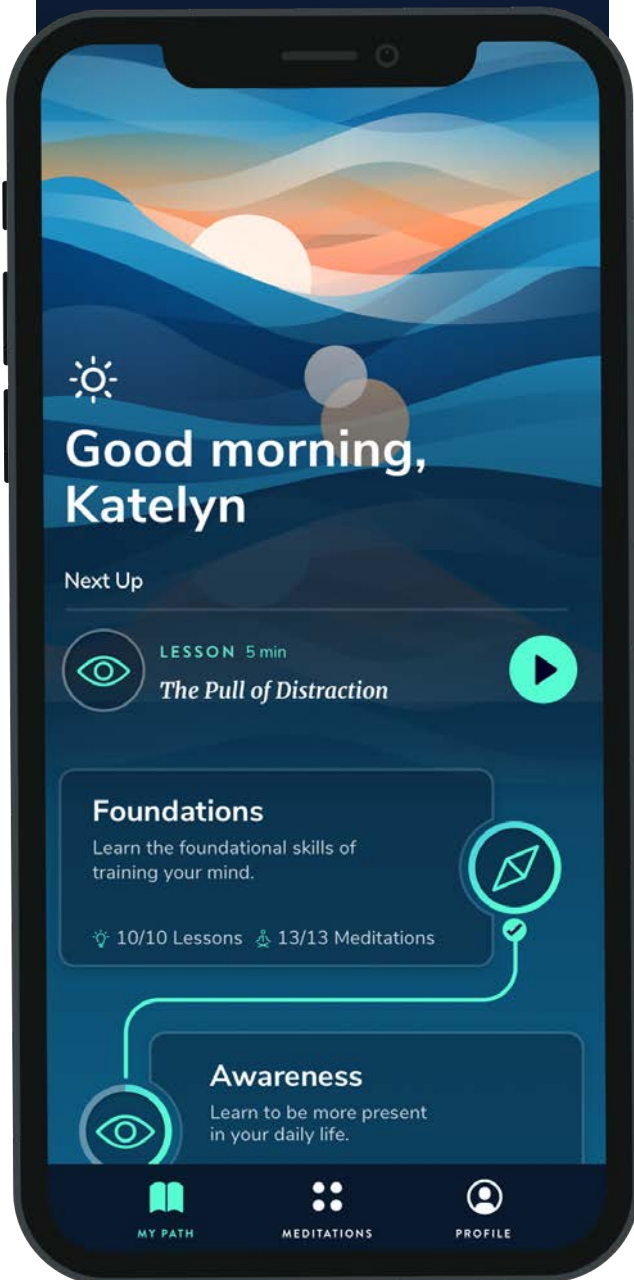
Clarify and deepen your personal values and principles to bring depth to relationships & meaning to your pursuits.

For more information on Healthy Minds Innovations, please visit hminnovations.org.

Learn more about HMI's research and story by watching Dr. Richard Davidson's 2019 [TED Talk](#).

The New York Times
Wirecutter

Best
Meditation
App



HMI's Well-Being Tools & Programs

Healthy Minds Innovations delivers its mission through several tools and programs:

Healthy Minds Program App

Developed by scientists, tenured tech alumni, and expert trainers, the Healthy Minds Program App translates pioneering neuroscience into tools for everyday life by utilizing the four pillars of the science of training the mind. It hosts a series of podcast-style lessons that teach users about the mind and different styles of practices that allow individuals the runway to learn. Additionally, the App measures users' level of well-being to chart progress. One of HMI's guiding principles is putting well-being tools in the hands of as many people as possible, not just a privileged few. The app is supported by generous donations and is freely available to individuals in over 130 countries.

Since making the Healthy Minds Program freely available to individuals in 2020, more than 150,000 people around the world have trained their mind and improved their well-being. Based on HMI's scientifically validated well-being framework, the program has been shown to be highly effective through several rigorous independent scientific studies and has received many positive reviews, including being named one of the best three meditation apps by the *New York Times Wirecutter*.

HMI's Well-Being Tools & Programs

Public MasterClass

The HMI MasterClass was built on the understanding that well-being is a skill that can be trained, supporting reduced stress, improved relationships, increased focus, and better health. Now available to the public, individuals can embark on a journey to well-being led by experts in the field of neuroscience, habit formation, meditation, and contemplative practices.

Additional Learning & Practice Opportunities

Individuals have the opportunity to deepen their well-being and understanding of how to apply the Healthy Minds Framework through events and live engagement opportunities.

Healthy Minds @Work & @Work MasterClass

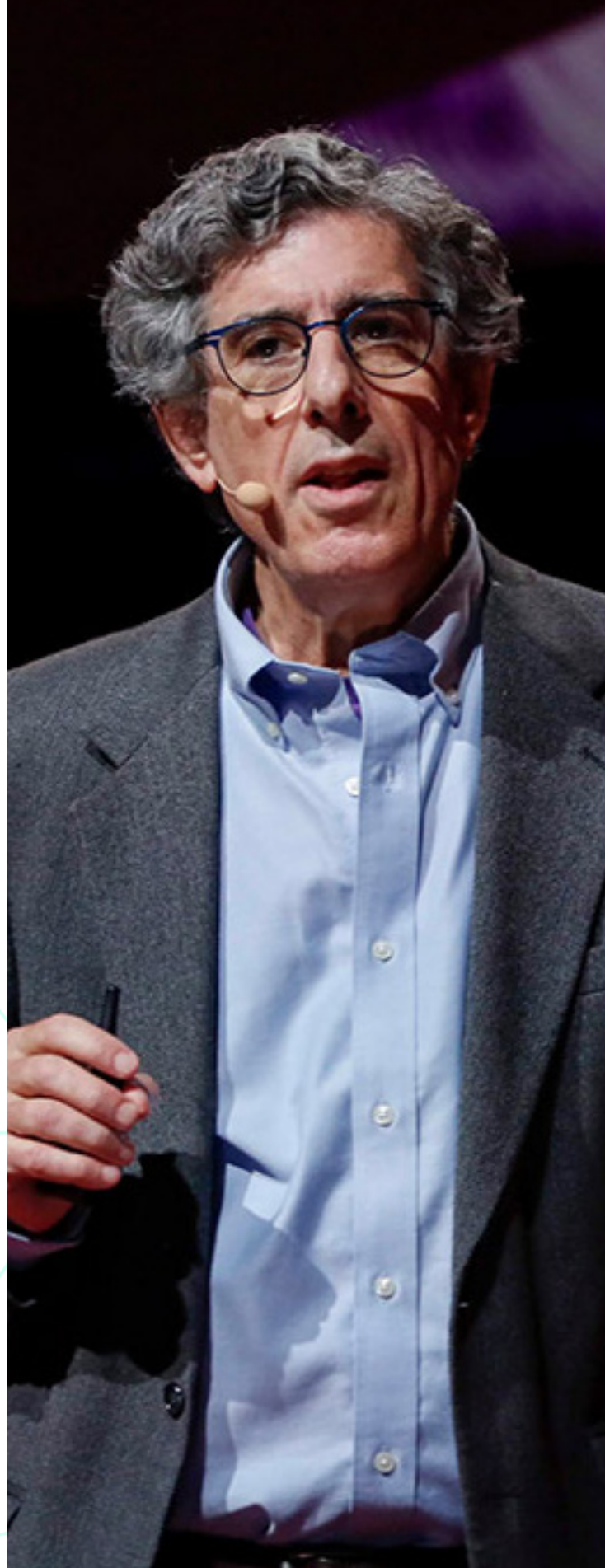
The Healthy Minds @Work program helps employees train their minds to be more calm and focused, develop healthier relationships with colleagues, gain perspective in workplace interactions, and bring more meaning to work. The program translates decades of research into professional development tools including workplace well-being assessments, webinars, employee challenges, and back-end reporting. These measures are intended to support a culture of collaboration, compassion, focus, and resilience. Groups have an opportunity to further engage with the program through a MasterClass, Workplace Well-Being Challenges, specialized team sessions, and virtual learning labs.

Healthy Minds: Next Generation

Building on lessons learned developing the Healthy Minds Program app, HMI is planning its next phase of growth.

Healthy Minds: Next Generation is the pursuit to understand what works best for whom under what contexts, and to build and deliver responsive and adaptive well-being training to more people around the world.

Through the use of biomarkers, smart notifications, and other innovative technologies, the next chapter for HMI will entail creating more customized approaches to training and measuring well-being with the goal of engaging more people to support them on their well-being journey.





The Opportunity

Healthy Minds Innovations is seeking an entrepreneurial and strategic leader to serve as HMI's next Chief Executive Officer. HMI is a bold organization with huge potential to realize a transformative vision and dream. Working collaboratively with HMI's world-renowned Founder and dedicated Board of Directors and staff, the CEO will lead HMI in setting a clear vision for the organization's next chapter, developing a strategic framework to clarify the business model and maximize its impact.

The CEO will embody the values of HMI and bring a thoughtful approach to people leadership, capacity building, program and product design and management, partnerships, and fundraising. This executive will attract, lead, and retain an exceptional and high-performing staff that will work as a team to fulfill HMI's goal of empowering others with the tools needed to cultivate and measure well-being. HMI seeks an accomplished, world-class leader, with the vision, cross-functional leadership acumen, and tenacity to position HMI as a true leader in the space for decades to come.

Candidate Profile

Entrepreneurial & Strategic Leader

The next CEO is an innovative leader with a successful track record of translating mission and vision into business strategy, systems, and action. They are skilled at effectively leading and managing complex organizations and teams through periods of significant change management and growth, have excellent communication skills, and are a transparent and purposeful decision-maker. This leader will be creative and energized by new ideas and pathways for impact as well as discerning in their evaluation of potential partnerships and opportunities. They must have a bias for action, ability to manage competing priorities and timelines, and an appreciation for and understanding of the scientific and academic communities. This leader will also be comfortable building consensus and working in ambiguity.

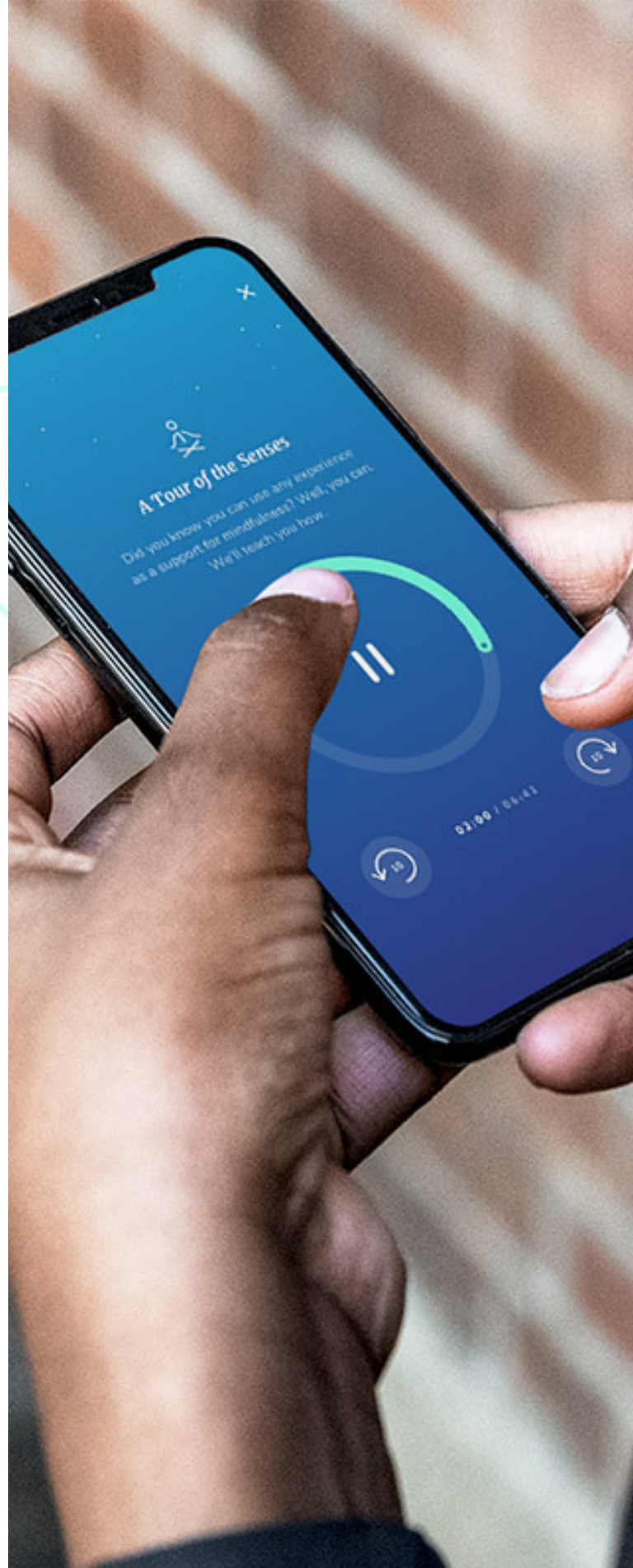
Within a fast moving and complex environment, this executive will have their finger on the pulse of technological innovation and have a solid understanding of what it means to scale initiatives and bring products to life. They will possess the needed market awareness and sensibility to ensure HMI's products and services stay relevant to the market's needs. This leader will foster a culture of shared excellence with the goal of furthering HMI's mission, vision, and impact. The CEO understands the importance of a robust and productive partnership with the Board, reporting directly to the Board Chairman and President of HMI.



Strong Business Acumen

This person must be able to articulate how a vision can translate into internal systems and structures to realize action and impact. They will have a successful track record of creating strategic and data-informed frameworks as well as hiring and empowering teams to execute against goals. The CEO will partner with key stakeholders to design a path for the creation, development, scaling, and commercialization of HMI products to create maximum human impact and long-term financial independence and stability. This leader will ensure all decisions, actions, communications, product and service development, and partnerships adhere to the foundation of scientific integrity upon which the organization is built.

This CEO will evaluate and implement best-in-class financial and management practices and planning, allowing the development of programs and products to fulfill the mission and strategy. The next leader will ensure day-to-day operations are aligned with strategic goals and create systems of continuous monitoring for accountability and effectiveness. This executive will recognize and prioritize equity and inclusion as a strategic business imperative, layering DEI principles into all aspects of the organization and decision-making. They will have a track record of fostering diverse teams and environments that attract, retain, and develop diverse talent and partners.



Relationship Builder & Collaborator

This leader will be a persuasive and authentic communicator, skilled at creating a powerful sense of shared purpose and engagement in the future of HMI amongst all constituents. The CEO will exude mature confidence in growing a complex organization within a competitive and multifaceted ecosystem. They demonstrate a high level of emotional intelligence with a track record of quickly establishing credibility and trust with new and existing constituents. This leader will be an empathetic, proactive, and values-driven leader who excels at prioritization and achieving consensus among differing opinions. The CEO will ensure that all constituents are informed, engaged, bought-in, and understand their role in the vision of HMI.

The CEO will have the character and confidence to work comfortably in a highly visible role and interact effectively with a broad range of constituents to generate support and inspire action. The CEO will be able to enthusiastically define and convey the relevance of HMI's work to existing and new funding sources. In partnership with HMI's founder, Dr. Richard Davidson, this leader will be a public face and spokesperson of HMI, developing strategic partnerships to drive mission-aligned marketing and growth opportunities including licensing, collaborations, fully integrated partnerships, and other dissemination strategies. An effective storyteller, the CEO will exude an authentic and humble spirit, representing HMI to a range of existing and potential donors and partners.

People Leader & Culture Carrier

This leader will bring an excellent track record of building and leading high-performing teams to achieve quantifiable outcomes while guiding the growth and development of staff. Compassionate and decisive, the CEO is an inspiring leader with the ability to identify, attract, cultivate, and retain diverse teams with broad sets of ideas and skills. They will demonstrate a style of leading with transparency, humility, respect, and empathy. The CEO will have a rich understanding of and deep belief in the power of celebrating and advancing equity, inclusion, diversity, access, and justice at all levels, internally and externally. The CEO will strive to achieve organizational impact by recognizing and leveraging individual strengths and teamwork.

The CEO will be skilled at active listening and learning, with a deep belief in fostering a collaborative, empowering, and productive organizational and people-first culture that embodies HMI's values. This person will seek to infuse this philosophy throughout HMI's culture and operations. They are known for fostering a culture of accountability with clear and measurable goals and constructive feedback. They have experience designing and overseeing the implementation of initiatives and workflows that positively impact and enhance an organization's operations and retention, ensuring high-quality development and delivery of products and services. The CEO will foster an environment of curiosity, continuous improvement, learning, and effectiveness. A clear and frequent communicator, this leader can create buy-in at all levels.

Passion for the Mission

Above all, the CEO will embody and be energized by the HMI mission, vision, and purpose. Fueled by a commitment to well-being and an appreciation of daily practices, they will be passionate about cementing HMI as a clear leader within and beyond the well-being community. The CEO is an ambitious, yet humble, leader dedicated to building a sense of shared purpose and unity throughout the organization.

The CEO will be a keen advocate for promoting well-being with the goal of ensuring all individuals have access to tools needed to strive for a kinder, wiser, more compassionate world. They will have a strong desire to engage a wide range of constituents in developing new and unique opportunities to promote the mission and vision of HMI. This leader will demonstrate unquestionable integrity, ethics, and values; they are authentic and can be trusted without reservation.

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Healthy Minds Innovations is an equal opportunity employer and strongly encourages expressions of interest from people of color, individuals living with disabilities, women, and LGBTQ+ leaders.



Contact

Koya Partners, the executive search firm that specializes in mission-driven search, has been exclusively retained for this engagement. Corina Benitz is leading this search along with Gina Wrolstad. To make recommendations or to express interest in this role, please email healthyminds_ceo@koyapartners.com.

All nominations, inquiries, and discussions will be considered strictly confidential.

Koya Partners is committed to providing an accessible search process for all, including individuals living with disabilities. If you need assistance expressing interest online or any aspect of the recruitment process, please email nonprofitsearchops@divsearch.com.

About Koya Partners

Koya Partners, a part of Diversified Search Group, is a leading executive search and strategic advising firm dedicated to connecting exceptionally talented people with mission-driven clients. Our founding philosophy—The Right Person in the Right Place Can Change the World—guides our work as we partner with nonprofits & NGOs, institutions of higher education, responsible businesses, and social enterprises in local communities and around the world.

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