

## CONFRONTING THE ELEPHANT IN THE ROOM

FINANCIAL EXECUTIVES INTERNATIONAL Career Program:

Date: 5 March

Time: 5:30-7:30pm

Place: 130 Turner Street Café

Waltham, MA 02453

To Sign up go to “Events” in “feiboston.org.” There is no charge.

*“How many children do you have and are you planning on having more?”*

*“You must be over 55 years. Can you handle a young environment like ours?”*

*“Your last three jobs have been three years of less each. Looks like your career is in a downward spiral.”*

*“My father had cancer and was on medication. Are you on cancer medication because there is something about your complexion.....”?*

*“You spent 20 years at one company. And I don’t think all that highly of that company.”*

*“You’ve been out of work a long time.....”*

Some of the above questions are illegal. All the questions are socially awkward.

Just because “Elephant in the Room” questions have been asked does not mean decision makers forget to think about them!

Is your silence “golden?”

Join us as you and our FEI panel explore these and other “Elephant in the Room” interview questions.

## PANEL

Art Buckland.

Art is a CEO and Independent Board Member. Ernst & Young/NASDAQ/USA Today *Entrepreneur of the Year* Canadian-American citizen whose experience includes Boards of NYSE, OTC, TWSE, LSE and three NASDAQ, companies plus one family-dominated and nine Venture/Private Equity companies.

His CEO and Board experience range from start-ups to running businesses with \$1.2 billion in revenue, and 34,000 employees. He has completed 41 M&As worth over \$1.52 billion and nine turn-arounds. Industry experience includes capital equipment, manufacturing/engineering/sales, renewable energy, solar, LED lighting, semiconductor, security, instrumentation, and distribution.

Marylou Buyse, M.D.

Marylou is a clinical geneticist and Chief Medical Officer for Neighborhood Health Plan of Rhode Island. She previously was

President of the Massachusetts Health Plans Association, the HMO industry group. She is affiliated with Massachusetts General Hospital and received her medical degree from Medical College of Pennsylvania.

### Karen Golz, CPA

Karen was Global Vice Chair of Ernst & Young, a global professional services firm with revenues of \$31.4 billion.

Her scope of responsibilities included overseeing accounting, auditing, financial and corporate reporting, internal control, regulatory, risk and ethics matters.

She is on the Board of Directors of Analog Devices, Inc. and a member of its Audit Committee. Karen is Senior Advisor to the Boston Consulting Group's Audit & Risk Committee.

### Lanning Levine

Lanning is a CEO/Founder of a software firm and former Chief Human Resource Officer for American Science & Engineering when it was an independent public company.

He currently sits on Boards of Cornerstones of Science and the Senior Human Resource Network.

He has held key HR leadership roles with C.R. Bard, Brooks Automation and MediSense.

He holds a bachelor's degree in business management from Boston University and advanced studies in international executive management at Babson College and human resources management at University of New Hampshire.

Larry  
Stybel, Ed.D.  
(Moderator)

Larry is a member of the FEI Boston Career Committee and co-founder of Stybel Peabody Associates, Inc. Stybel Peabody's mission is corporate sponsored Leadership and Career Success for valued talent: retained search; leadership coaching plus confidential peer communities; and executive-level outplacement.

In 2010 Larry was named a Career Management Fellow by the international credentialing authority, The Institute for Career Certification.

In 2019 the Marquis Who's Who Publications Board named Larry Stybel winner of its Albert Nelson Marquis Lifetime Achievement Award. Only 3% of WHO'S WHO members are granted this honor. This Award recognizes Larry's "lasting contributions to the field of leadership." Larry is listed in Marquis' WHO'S WHO IN BUSINESS & FINANCE and Marquis' WHO'S WHO IN AMERICA.

Larry's clients include leaders in two of the Big Four CPA firms, 60% of Boston's largest twenty law firms, McKinsey & Company, Young Presidents Organization, and the Retired Professional Basketball Players Association.

Larry is a frequent speaker FEI speaker about leadership and careers at national FEI conventions and at FEI Boston.

He was previously associated with Hay Associates, now part of Korn/Ferry International. His expertise is executive compensation and assessment of senior executive potential.

Larry is a licensed psychologist in the Commonwealth of Massachusetts with a doctorate from Harvard University.