



# Capabilities Overview



# 30 Years of Experience, Strengthened Through Meaningful Partnerships

GSI Executive Search has been serving the **private club and broader hospitality industry for over 30 years**, offering a comprehensive range of executive search and placement services. Our mission is to contribute to our **clients' growth and stability and to foster the career goals of our candidates**. We conduct our business with a high degree of integrity, building trust and earning respect. GSI services clients and candidates throughout North America, Canada and the Caribbean.

In 2019, GSI Executive Search was acquired by Ethos Club & Leisure, a real estate advisory and investment firm dedicated to club and leisure assets. Together with Ethos Alliance companies, Ethos Club & Leisure and Addison Law, GSI Executive Search now offers our clients unprecedented **single-source access to top operational consulting, human capital management, legal advisory services and executive placement services**.

# Where Process, Integrity and Results Intersect

*We are GSI, a multifaceted consulting firm specializing in executive recruiting for the club, community, hotel, restaurant and resort/spa industries. Backed by 30 years of experience and known for our integrity-driven results, we also offer interim management, strategic planning and consulting services.*

GSI can connect your organization with top professionals for relationships that last.

- We're industry veterans with more than a century of combined experience in executive search, hospitality management and association management.
- We understand club, community, restaurant and resort operations inside and out, having managed them ourselves.
- We have successfully placed professionals at hundreds of the most prestigious clubs and hospitality organizations throughout North America, Canada and the Caribbean.
- We recognize the crucial qualities that enable executives to succeed in their roles—we understand what you need, and we know how to achieve your goals.

**As an Ethos Club & Leisure Alliance company, our unsurpassed hospitality experience — combined with total integrity and a proven process — delivers the right professionals to your organization at the right time.**



# What can you expect when you work with GSI?



We are your partners and trusted advisors. From the outset, we seek to understand the essence of your organization's culture, identify its unique challenges and consider its vision for the future. That knowledge forms the foundation of our **three-phase process, which spans a comprehensive array of search services.** In the end, GSI searches **deliver top-quality candidates in a fraction of the time** compared to other firms.

We **do not recruit our placements or other department heads—period.**

Doing so is a disservice to your organization, its reputation, your members and patrons, your bottom line and the professionals themselves. You shouldn't accept anything less.

The **great majority of our placements have achieved lasting success.**

There is no better barometer of success than a placement that thrives over time.

# We bring 10 Pillars of Excellence to every client engagement



# What Clients Appreciate About GSI



## EXPERTISE AND CREDIBILITY

We know the territory, and we are uniquely adept at bringing top talent and top organizations together.

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## ACCESS TO OUR TOP TALENT

Our principals are involved at every stage of the recruiting process.

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## DELIVERY ON OUR PROMISES

We deliver with no exceptions and are backed by our guarantee.

## A FLEXIBLE SCHEDULE

We base this on a mutually agreed-upon timeline.

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## THOUGHTFUL COMMUNICATION

We optimize communication and ensure that recruiting progresses at a steady pace.

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## QUICK RESPONSES

We give straightforward, executable advice.

## WHAT CANDIDATES APPRECIATE ABOUT GSI:

### Accountability

We keep candidates in the loop, return calls, give advice and counsel when asked, and truly care about their careers.

### Honesty and Reliability

We do what we say we'll do, within the parameters of our timeline and process.

### Professionalism

We place the right candidates in the right opportunities at the right time. We don't arrange interviews that have a low probability of success.

# What makes GSI a strong, strategic partner?

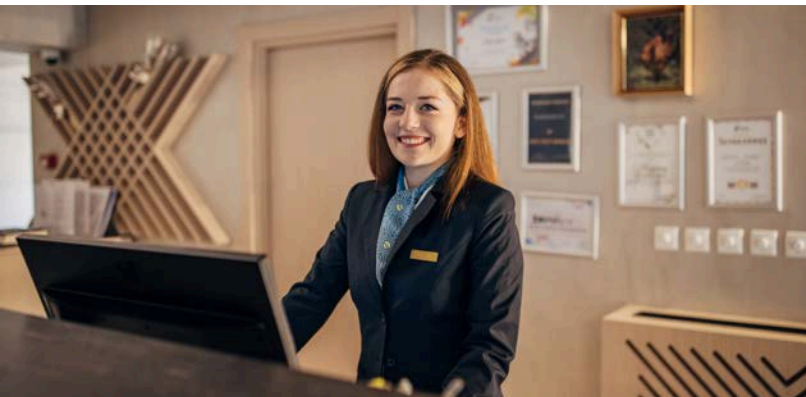
## INDUSTRY EXPERTISE

GSI principals possess deep club and hospitality experience in all functions, and we maintain a broad network of professional contacts and resources.



## PLACEMENT GUARANTEE

We offer replacement searches on every search. Your placement is an investment —we want to ensure you are satisfied.



## EFFICIENCY

We adhere to strict timelines and a clear process, keeping clients and candidates updated.



## COMPETITIVE FEES

We are committed to building a relationship with you and your organization. We work within your budgetary parameters.



# Partnership, *cont.*



## SHARED WISDOM

Our national team of principals works collaboratively and shares best practices, insights and experiences to deliver placements that thrive.

## RESPONSIVE & RESOURCEFUL

We are hands-on, responsive, accessible and resourceful in each client engagement.



## PROVEN RESULTS

We place the right candidates with the right organization to ensure lasting success.



## DISTRIBUTED TEAM

Our principals across the U.S. have lived and worked in their various geographies for an average of 25 years.



# GSI's Search Process: Clear and Effective

## Phase 1

- GSI visits the client in person.
- We conduct on-site interviews and tour the facilities.
- We prepare a candidate profile with position and organization descriptions, roles and responsibilities, and compensation package.
- We obtain approval of this profile from the search committee and/or board.
- We offer a polished promotional video to elevate marketing reach.
- **The search for viable candidates begins** as we publish the posting and tap into our extensive networks.
- We deliver clear, consistent weekly written client updates.

## Phase 2

- We provide a short list of strong candidates for you to interview.
- Your search committee and/or board selects candidates to interview.
- We **will facilitate and conduct first interviews** and prepare the search committees to be involved with the process.
- Once you have shown a preference toward two or more finalists, we conduct additional in-depth **reference and background checks** on each candidate prior to the scheduling of final interviews.

## Phase 3

- We schedule and coordinate **final interviews**.
- We work with your search committee and/or board to select a finalist.
- We develop and negotiate an offer of employment to your candidate of choice.
- We support onboarding with a Board workshop and create a workable plan for any relocation needs.

# The GSI Guarantee

GSI Executive Search provides a guarantee on all our placements. We will replace any of our placements that resign or are terminated prior to the guarantee date at no additional professional fee, in a timely manner.

Our professional fees on all assignments are quoted on a flat-fee basis and not as a percentage of total compensation. The amount of the fee varies with the particular position and we are very competitive in the industries we serve. Our services are rendered on an exclusively retained basis. Clients are responsible for all ancillary expenses specifically associated with the assignment, such as client and candidate travel, background checks, testing and more. All expenses are subject to prior client approval.



# Recruiting for Restaurants, Hotels, Resorts and Spas

*Backed by 30 years of proven success, GSI now delivers high-touch, results-driven executive search services to the broader luxury hospitality sector, including luxury restaurants, hotels, resorts, estates and senior living communities.*

## Search Process

- Personal visit to each property
- 6–12 week timeline
- Placement guarantees
  - Available between 90 days to 6 months, depending on salary and position

## What Sets GSI Apart

- People-first, culture-focused matching
- In-person consultations at every property
- National hospitality network & candidate database
- Frequent updates and transparent process
- Proven results, trusted reputation

## Contact

**Mary Kate Addison**  
**Principal | Hotels & Restaurants Lead**  
[MaryKate.Addison@gsiexecutivesearch.com](mailto:MaryKate.Addison@gsiexecutivesearch.com)  
469-265-1326

## Roles We Place

- **Executive Leadership:** GM, Hotel/Resort Manager, Director of Operations, AGM
- **Guest Services:** Front Office Manager, Guest Services Manager, Housekeeping Manager, Spa Director, Activities Manager
- **Food & Beverage:** Director of F&B, Restaurant Manager, Banquet Manager, Sommelier, Dining Room Manager, Private Dining Manager
- **Culinary:** Executive Chef, Sous Chef, Chef de Cuisine, Pastry Chef, Culinary Ops Manager, Private Chef
- **Sales & Marketing:** Director of Sales & Marketing, Sales Manager
- **Finance:** Director of Finance, Controller, Assistant Controller, Payroll Manager
- **HR & Training:** Director of HR, HR Manager, Training & Development
- **Facilities & Operations:** Director of Engineering, Facilities Manager, Director of Purchasing
- **Specialty:** Estate Manager, Director of Residences, Chief of Staff, Hospitality Manager

# Interim Leadership Services

*When a leadership transition occurs, GSI provides experienced interim professionals who step in immediately to maintain continuity, stabilize operations and support your board while the permanent search is underway.*

## How GSI Helps

### Immediate, High-Level Leadership

Seasoned interim executives ready for GM/COO, CEO, Clubhouse Manager, Director of Golf, Superintendent and other key roles.

### Operational Stability

Full management of daily operations with clear communication with staff, members, vendors and the board.

### Strategic Oversight

Strengthen onboarding by providing a consultant report for both the board and the incoming manager.

### Smooth Handoff to Permanent Leadership

Incoming GM/COO receives a clean, organized operational foundation. No "gap period" and no loss of momentum.

## Why Interim Leaders?

- **Prevents disruption** during a multi-month search.
- **Avoids internal tension** or overburdening department heads.
- **Maintains service levels** and member confidence.
- Allows the board to **conduct a thorough, unrushed search**.
- **Brings perspective** from leaders who have run top clubs nationwide.

## Contact

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**Principal | Interim Management Lead**  
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440-796-7922



# Consulting Services

## ONE VISION ONE VOICE

This GSI-led board retreat focuses on strategic planning as an essential component of constructing the roadmap to the mission and the vision of your organization.

## TURNING TRAINERS INTO GREAT TEACHERS

This interactive, engaging team-building workshop is designed for hospitality managers, supervisors and senior staff. Its objective: help you transform your establishment's conventional training programs by instilling a culture of teaching.

## THE MASTER PLANNING PROCESS

This comprehensive workshop is designed to help GMs understand the importance of master planning, as well as master planning components and processes. It also offers practical strategies for implementing a successful master planning initiative at their establishment.



## POST-HIRE CONSULTING SERVICES

GSI Executive Search provides ongoing post-hire support to newly hired professionals to help ensure a successful transition and to aid in the accomplishment of freshly set goals.

### Services include:

- **Coaching, mentoring and guiding** the new executive leader.
- One-year **formal review** of the GM/COO
- 90-day **check in** for all new placements

## ETHOS CLUB & LEISURE ALLIANCE SERVICES

Our alliance companies have vast experience with club and hospitality assets and provide a broad array of operational, development, membership, governance, restructuring, human resource and specialty management services. For information, visit

**[www.ethosclubandleisure.com](http://www.ethosclubandleisure.com)** and **[www.addisonlaw.com](http://www.addisonlaw.com)**.

# Client Listings

*Below is a partial list of clients that GSI Executive Search and its principals have worked with in the private club, management company, community association and resort sectors.*

**Aberdeen Country Club**, Boynton Beach, Florida  
**Addison Reserve Country Club**, Delray Beach, Florida  
**Adirondack League Club**, Old Forge, New York  
**Admiralty Point Condominium Association**, Naples, Florida  
**Algonquin Golf Club**, St. Louis, Missouri  
**Alto Lakes Golf and Country Club**, Alto, New Mexico  
**Alamitos Bay Yacht Club**, Alamitos Bay, California  
**Amarillo Club**, Amarillo, Texas  
**Amelia Island Club**, Amelia Island, Florida  
**American Yacht Club**, Rye, New York  
**Anthem Sun City**, Henderson, Nevada  
**Aspen Valley Golf Club**, Flagstaff, Arizona  
**Astoria Golf and Country Club**, Warrenton, Oregon  
**Aurora Anguilla–D Richard's**, Anguilla, British West Indies  
**Ausable Club, St. Huberts**, Adirondacks, New York  
**Avalon Yacht Club**, Avalon, New Jersey  
**Balboa Yacht Club**, Newport Beach, California  
**Barrington Hills Country Club**, Barrington, Illinois  
**Barton Hills Country Club**, Ann Arbor, Michigan  
**Bayou Club of Houston**, Houston, Texas  
**Beach Club (The)**, Centerville, Massachusetts  
**Beacon Hill Country Club**, Atlantic Highlands, New Jersey  
**Beechmont Country Club**, Cleveland, Ohio  
**Bella Vista Village**, Bella Vista, Arkansas  
**Bellevue Country Club**, Syracuse, New York  
**Belvedere Club**, Charlevoix, Michigan  
**Big Bass Lake Community Association**, Gouldsboro, Pennsylvania  
**Bird Key Yacht Club**, Sarasota, Florida  
**Birchwood Club (The)**, Highland Park, Illinois  
**Birmingham Athletic Club**, Bloomfield Hills, Missouri  
**Bloomington Country Club**, Bloomington, Illinois  
**Boca Bay Pass Club**, Boca Grande, Florida  
**Boca Grande Club**, Boca Grande, Florida  
**Boca West Country Club**, Boca Raton, Florida  
**Bogey Club**, St. Louis, Missouri  
**Boot Ranch**, Fredericksburg, Texas  
**Boulder Ridge Country Club**, Lake in the Hills, Illinois  
**BreaBurn Country Club**, Houston, Texas  
**Brays Island Plantation**, Sheldon, South Carolina  
**Briar Club (The)**, Houston, Texas  
**Bridges at Rancho Santa Fe (The)**, Rancho Santa Fe, California  
**Bronxville Field Club**, Bronxville, New York  
**Brook Club (The)**, New York, New York  
**Buffalo Club (The)**, Buffalo, New York  
**Bulle Rock Golf Course**, Havre De Grace, Maryland  
**Burlington Country Club**, Burlington, Vermont  
**California Tennis Club**, San Francisco, California  
**Canoe Brook Country Club**, Summit, New Jersey  
**Capital City Club**, Atlanta, Georgia  
**Capitol Hill Club**, Washington, DC  
**Carlouel Yacht Club**, Clearwater Beach, Florida  
**Castlewood Country Club**, Pleasanton, California  
**Cedar Hammock Golf & Country Club**, Naples, Florida  
**Cedar Rapids Country Club**, Cedar Rapids, Iowa  
**Century Country Club**, Purchase, New York  
**Charlotte City Club**, Charlotte, North Carolina  
**Chartwell Golf and Country Club**, Severna Park, Maryland  
**Chattooga Club**, Cashiers, North Carolina  
**Chenal Country Club**, Little Rock, Arkansas  
**Cherry Hills Country Club**, Cherry Hills Village, Colorado  
**Clear Creek Tahoe**, Carson City, Nevada  
**Cloister Inn of Princeton**, Princeton, New Jersey  
**Club (The)**, Birmingham, Alabama  
**Club at Barefoot Beach (The)**, Bonita Beach, Florida  
**Club at LochenHeath (The)**, Traverse City, Michigan  
**Club at Olde Stone (The)**, Bowling Green, Kentucky  
**Clubs at Houston Oaks (The)**, Hockley, Texas  
**Cold Stream Country Club**, Cincinnati, Ohio  
**Coleman Lake Club**, Goodman, Wisconsin  
**Collier's Reserve**, Naples, Florida

# Client Listings

**Colonial Springs Golf Club**, Farmingdale, New York  
**Columbine Country Club**, Columbine Valley, Colorado  
**Columbus Country Club**, Columbus, Georgia  
**Contessa Condominium Association**, Naples, Florida  
**Coosa Country Club**, Rome, Georgia  
**Coral Reef Yacht Club**, Coconut Grove, Florida  
**Corinthian Yacht Club of Philadelphia**, Essington, Pennsylvania  
**Corinthian Yacht Club**, Marblehead, Massachusetts  
**Corinthian Yacht Club of San Francisco**, Tiburon, California  
**Corpus Christi Country Club**, Corpus Christi, Texas  
**Country Club at Boca Raton (The)**, Boca Raton, Florida  
**Country Club at Fairfax**, Fairfax, Virginia  
**Country Club of Birmingham (The)**, Birmingham, Alabama  
**Country Club of Darien**, Burlington, Vermont  
**Country Club of Decatur**, Decatur, Illinois  
**Country Club of Jackson**, Jackson, Michigan  
**Country Club of Lansing**, Lansing, Michigan  
**Country Club of Louisiana**, Baton Rouge, Louisiana  
**Country Club of Mobile**, Mobile, Alabama  
**Country Club of Orlando**, Orlando, Florida  
**Crow Valley Country Club**, Davenport, Iowa  
**Cullasaja Country Club**, Highlands, North Carolina  
**Dairymen's**, Boulder Junction, Wisconsin  
**Daniel Island Club**, Daniel Island, South Carolina  
**Diablo Country Club**, Danville, California  
**Doylestown Country Club**, Doylestown, Pennsylvania  
**Duquesne Club (The)**, Pittsburgh, Pennsylvania  
**Eagle Oaks Golf and Country Club**, Farmingdale, New Jersey  
**Eau Gallie Yacht Club**, Indian Harbour, Florida  
**Echo Lake Country Club**, Westfield, New Jersey  
**EkwanoK Country Club**, Manchester, Vermont  
**El Paso Country Club**, El Paso, Texas  
**Elk Creek Ranch**, Meeker, Colorado  
**Escondido Golf and Lake Club**, Horseshoe Bay, Texas  
**Estero Country Club**, Estero, Florida  
**Fairfield Glade Community Club**, Fairfield Glade, Tennessee  
**Fairlawn Country Club**, Akron, Ohio  
**Fairview Country Club**, Greenwich, Connecticut  
**Fig Garden Swim and Racquet Club**, Old Fig Garden, California  
**Findlay Country Club**, Findlay, Ohio  
**Firefly**, Nashville, Tennessee  
**Fisher Island Club & Resort**, Miami, Florida  
**Florida Yacht Club**, Jacksonville, Florida  
**Forest Club**, Houston, Texas  
**Forest Lake Club**, Poconos, New York  
**Forsyth Country Club**, Winston-Salem, North Carolina  
**Fort Orange Club**, Albany, New York  
**Fort Washington Golf & Country Club**, Fresno, California  
**Fort Worth Club**, Fort Worth, Texas  
**Fox Chapel Racquet Club**, Pittsburgh, Pennsylvania  
**Frederica Golf Club**, St. Simons Island, Georgia  
**Garden of the Gods Resort & Club**, Colorado Springs, Colorado  
**Gasparilla Inn & Club**, Boca Grande, Florida  
**Gateway Golf & Country Club**, Fort Myers, Florida  
**Georgia Club (The)**, Athens, Georgia  
**Germantown Cricket Club**, Philadelphia, Pennsylvania  
**Gibson Island Club**, Gibson Island, Maryland  
**Glen Echo Country Club**, St. Louis, Missouri  
**Glen View Club**, Golf, Illinois  
**Glenbrook Club**, Glenbrook, Nevada  
**The Governor's Land at Two Rivers**, Williamsburg, Virginia  
**Grand Harbor Golf & Beach Club**, Vero Beach, Florida  
**Grande Dunes**, Myrtle Beach, South Carolina  
**Great Hills Country Club**, Austin, Texas  
**Greensboro Country Club**, Greensboro, North Carolina  
**Greystone Golf & Country Club**, Birmingham, Alabama  
**The Grove**, Nashville, Tennessee  
**Haig Point**, Hilton Head Island, South Carolina  
**Hawthorns Golf & Country Club**, Fishers, Indiana  
**Heritage Bay Golf & Country Club**, Naples, Florida  
**Heritage Club**, Mason, Ohio  
**Heritage Palms Country Club**, Indio, California  
**Heritage Pines Community**, Hudson, Florida  
**Heritage Springs Country Club**, Trinity, Florida  
**Hermitage Club at the Haystack Mountain**, Wilmington, Vermont  
**Hidden Valley Country Club**, Sandy, Utah  
**Honors Course (The)**, Chattanooga, Tennessee

# Client Listings

**Hot Springs Village**, Hot Springs Village, Arkansas  
**Hound Ears Club**, Blowing Rock, North Carolina  
**Houston Country Club**, Houston, Texas  
**Hyannisport Club**, Hyannisport, Massachusetts  
**Ibis Golf & Country Club**, West Palm Beach, Florida  
**Idle Hour Golf & Country Club**, Macon, Georgia  
**Illini Country Club**, Springfield, Illinois  
**Indian Hills Country Club**, Tuscaloosa, Alabama  
**Innisbrook Golf Resort**, Palm Harbor, Florida  
**Interlachen Country Club**, Winter Park, Florida  
**International Country Club**, Fairfax, Virginia  
**Inverness Club**, Toledo, Ohio  
**Irondequoit Country Club**, Pittsford, New York  
**Island Bay Yacht Club**, Springfield, Illinois  
**Island Country Club**, Marco Island, Florida  
**Jacksonville Golf & Country Club**, Jacksonville, Florida  
**John's Island Club**, Vero Beach, Florida  
**Jonathan's Landing Golf Club**, Jupiter, Florida  
**Kelly Greens Golf & Country Club**, Fort Myers, Florida  
**Kent Country Club**, Grand Rapids, Michigan  
**Knickerbocker Country Club**, Tenafly, New Jersey  
**Kukio Golf and Beach Club**, Kailua-Kona, Hawaii  
**Lago Mar Country Club**, Plantation, Florida  
**Lake Forest Country Club**, Louisville, Kentucky  
**Lake Oswego Corporation (HOA)**, Lake Oswego, Oregon  
**Lakeside Country Club**, Houston, Texas  
**Lakewood Country Club**, Dallas, Texas  
**Landmark Club**, Toronto, Canada  
**Larchmont Shore Club**, Larchmont, New York  
**Las Campanas HOA**, Santa Fe, New Mexico  
**Laurel Oak Country Club**, Sarasota, Florida  
**Lehigh Country Club**, Allentown, Pennsylvania  
**Lewes Yacht Club**, Lewes, Delaware  
**Lexington Country Club**, Lexington, Kentucky  
**Little Harbor Club**, Harbor Springs, Michigan  
**Loblolly**, Hobe Sound, Florida  
**Lodge at Woodcliff (The)**, Rochester, New York  
**Long Beach Yacht Club**, Long Beach, California  
**Long Cove**, Malakoff, Texas  
**Longboat Key Club**, Sarasota, Florida  
**Los Angeles Chargers Club**, El Segundo, California  
**Louisville Boat Club**, Louisville, Kentucky

**Lowes Island Club/Chevy Chase Bank**, Sterling, Virginia  
**Lubbock Country Club**, Lubbock, Texas  
**Maderas Golf Club**, Poway, California  
**Manasquan River Golf Club**, Brielle, New Jersey  
**Marrakesh Country Club**, Palm Desert, California  
**Maryland Club**, Baltimore, Maryland  
**Meadowbrook Country Club**, Northville, Michigan  
**Meridian Hills Country Club**, Indianapolis, Indiana  
**Merion Cricket Club**, Haverford, Pennsylvania  
**Metropolitan Club (The)**, San Francisco, California  
**Milwaukee Yacht Club**, Milwaukee, Wisconsin  
**Minneapolis Club**, Minneapolis, Minnesota  
**Minnehaha Country Club**, Sioux Falls, South Dakota  
**Miramont Country Club**, Bryan-College Station, Texas  
**Mission Hills Country Club**, Kansas City, Kansas  
**Missouri Athletic Club**, St. Louis, Missouri  
**Mizner Country Club**, Delray Beach, Florida  
**Monte Carlo Towers Condominium Assoc.**, Tampa, Florida  
**Montgomery Country Club**, Montgomery, Alabama  
**Montour Heights Country Club**, Coraopolis, Pennsylvania  
**Morefar**, Brewster, New York  
**Mount Vernon Country Club**, Alexandria, Virginia  
**Mt. Hawley Country Club**, Peoria, Illinois  
**Naples Heritage Golf & Country Club**, Naples, Florida  
**Naples Lakes Country Club**, Naples, Florida  
**Naples Yacht Club**, Naples, Florida  
**Nassau Club of Princeton (The)**, Princeton, New Jersey  
**New York Yacht Club**, New York, New York  
**North Carolina State University Club**, Raleigh, North Carolina  
**North Ranch Country Club**, Westlake Village, California  
**North Shore Golf Club**, Menasha, Wisconsin  
**Northwood Club**, Dallas, Texas  
**Oakland Hills Country Club**, Bloomfield Hills, Michigan  
**Oaks Club (The)**, Osprey, Florida  
**Oasis Country Club**, Palm Desert, California  
**Ocean Hammock Golf Club**, Palm Coast, Florida  
**Ocean Ridge Management**, Boynton Beach, Florida  
**Old Baldy Club**, Saratoga, Wyoming  
**Old Palm Golf Club**, Palm Beach Gardens, Florida  
**Old Waverly Golf Club**, West Point, Mississippi

# Client Listings

**Olympic Club (The)**, San Francisco, California  
**Omaha Country Club**, Omaha, Nebraska  
**Omni La Costa Club**, Carlsbad, California  
**Omni Rancho La Palmas**, Rancho Mirage, California  
**Oriente Beach Club**, Mamaroneck, New York  
**Palma Ceia Golf & Country Club**, Tampa, Florida  
**Palmira Golf & Country Club**, Naples, Florida  
**Palmetto Club (The)**, Columbia, South Carolina  
**Park Meadows Country Club**, Park City, Utah  
**Peninsula Club**, Cornelius, North Carolina  
**Petroleum Club (The)**, Fort Worth, Texas  
**Petroleum Club of Midland**, Midland, Texas  
**Philadelphia Country Club**, Gladwyne, Pennsylvania  
**Philadelphia Cricket Club (The)**, Philadelphia, Pennsylvania  
**Picacho Hills Country Club**, Las Cruces, New Mexico  
**Pine Creek Sporting Club**, Okeechobee, Florida  
**Pine Hollow Country Club**, East Norwich, New York  
**Pittsburgh Golf Club**, Pittsburgh, Pennsylvania  
**Plandome Country Club**, Plandome, New York  
**Plantation Golf & Country Club**, Venice, Florida  
**Polo Club**, Boca Raton, Florida  
**Port Royal Club**, Naples, Florida  
**Portland Golf Club**, Portland, Oregon  
**Pottawatomie Country Club**, Michigan City, Indiana  
**Prairie Dunes Country Club**, Hutchinson, Kansas  
**Pretty Brook Tennis Club**, Princeton, New Jersey  
**Quechee Club**, Quechee, Vermont  
**Quogue Field Club**, Quogue, New York  
**Racquet Club of Ladue**, Ladue, Missouri  
**Racquet Club of Philadelphia**, Philadelphia, Pennsylvania  
**Rancho La Quinta Country Club**, La Quinta, California  
**Rancho Santa Fe Country Club**, Rancho Bernardo, California  
**Ranier Golf and Country Club**, Ranier, Washington  
**Redlands Country Club**, Redlands, California  
**Reserve at Woodside (The)**, Aiken, South Carolina  
**Richland Country Club**, Nashville, Tennessee  
**Richmond County Country Club**, Staten Island, New York  
**River Oaks Country Club**, Houston, Texas  
**Riverside Golf Club**, Riverside, Illinois  
**Riviera Club**, Indianapolis, Indiana

**Riviera Country Club**, Coral Gables, Florida  
**Riviera Country Club**, Pacific Palisades, California  
**Rockaway River Country Club**, Denville, New Jersey  
**Rolling Hills Country Club**, Evansville, Indiana  
**Rose Creek Country Club**, Edmond, Oklahoma  
**Round Hill Country Club**, Alamo, California  
**Royal Palm Yacht & Country Club**, Boca Raton, Florida  
**Royal Poinciana**, Naples, Florida  
**Royal Oaks Country Club**, Vancouver, Washington  
**Saddle and Cycle Club**, Chicago, Illinois  
**Salem Country Club**, Peabody, Massachusetts  
**San Joaquin Country Club**, Fresno, California  
**Sanctuary Golf Club (The)**, Captiva Island, Florida  
**Sangamo Club**, Springfield, Illinois  
**Saratoga Golf & Polo Club**, Saratoga Springs, New York  
**Sarasota Sailing Squadron**, Sarasota, Florida  
**Saucon Valley Country Club**, Bethlehem, Pennsylvania  
**Savannah Lakes**, McCormick, South Carolina  
**Savannah Yacht Club**, Savannah, Georgia  
**Scarsdale Golf Club**, Hartsdale, New York  
**Sea Pines Country Club**, Hilton Head, South Carolina  
**Sea Ranch Club**, Boca Raton, Florida  
**Seattle Tennis Club**, Seattle, Washington  
**Seattle Yacht Club**, Seattle, Washington  
**Seven Oaks Country Club**, Bakersfield, California  
**Shadow Glen Golf Club**, Olathe, Kansas  
**Shannopin Country Club**, Pittsburgh, Pennsylvania  
**Short Hills Club**, Short Hills, New Jersey  
**Silo Ridge Field Club**, Amenia, New York  
**Skaneateles Country Club**, Skaneateles, New York  
**Smyrna Yacht Club**, New Smyrna Beach, Florida  
**Spring Island Club**, Okatie, South Carolina  
**Spring Lake Bath & Tennis Club**, Spring Lake, New Jersey  
**Spring Lake Golf Club**, Spring Lake, New Jersey  
**Springs Country Club (The)**, Rancho Mirage, California  
**Springfield Golf & Country Club**, Springfield, Virginia  
**Springhaven Club**, Wallingford, Pennsylvania  
**St. Andrews Club**, Delray Beach, Florida  
**St. Andrews Country Club**, Boca Raton, Florida  
**St. Anthony Hall at UPENN**, Philadelphia, Pennsylvania

# Client Listings

**St. Charles Country Club**, St. Charles, Illinois  
**St. Clair Country Club**, Pittsburgh, Pennsylvania  
**St. Petersburg Yacht Club**, St. Petersburg, Florida  
**Stock Farm Club**, Hamilton, Montana  
**Stoneybrook Golf & Country Club**, Sarasota, Florida  
**Sunset Country Club**, St. Louis, Missouri  
**Sutter Club (The)**, Sacramento, California  
**Sweetwater Country Club**, Sugar Land, Texas  
**Talisker Club**, Park City, Utah  
**Tampa Yacht & Country Club**, Tampa, Florida  
**Tara Golf & Country Club**, Bradenton, Florida  
**Tavistock Country Club**, Haddonfield, New Jersey  
**Timber Pines**, Spring Hill, Florida  
**Timuquana Country Club**, Jacksonville, Florida  
**Thomas Ranch**, Lake Travis, Texas  
**Tonto Verde Golf Club Community**, Rio Verde, Arizona  
**Topeka Country Club**, Topeka, Kansas  
**Toscana Country Club**, Indian Wells, California  
**TPC Club Network**, Ponte Vedra, Florida  
**Transit Valley Country Club**, Amherst, New York  
**Travis Club**, Austin, Texas  
**Trump National Golf Club**, Palos Verde, California  
**Two Rivers Country Club**, Williamsburg, Virginia  
**U.S. Professional Tennis Association**, National  
**Union League Club (The)**, Chicago, Illinois  
**University Park Country Club**, Sarasota, Florida  
**University Club of Denver**, Denver, Colorado  
**USTA-Texas Section**, Austin, Texas  
**Vanderbilt Country Club**, Naples, Florida  
**Vaquero Club**, Westlake, Texas  
**Venice Golf and Country Club**, Venice, Florida  
**Ventana Canyon Golf and Club**, Tucson, Arizona  
**Vicmead Hunt Club**, Wilmington, Delaware  
**Victory Ranch**, Kamas, Utah  
**West Side Tennis Club**, Forest Hills, New York  
**Westchester Country Club**, Rye, New York  
**Westfield Group Country Club**, Westfield Center, Ohio  
**Westmoor Club (The)**, Nantucket, Massachusetts  
**Westmoreland Club**, Wilkes-Barre, Pennsylvania

**Westwood Country Club**, St. Louis, Missouri  
**White Beeches Golf & Country Club**, Haworth, New Jersey  
**Wichita Country Club**, Wichita, Kansas  
**Willow Brook Country Club**, Tyler, Texas  
**Willow Creek Country Club**, Sandy, Utah  
**Willow Point Golf & Country Club**, Alexander City, Alabama  
**WindRiver Lake and Golf Community**, Lenoir City, Tennessee  
**Windsor Club**, Vero Beach, Florida  
**Windstar on Naples Bay**, Naples, Florida  
**Winter Park Racquet Club**, Winter Park, Florida  
**Woodfield Country Club**, Boca Raton, Florida  
**Woodholme Country Club**, Pikesville, Maryland  
**Wynlakes Golf & Country Club**, Montgomery, Alabama  
**Yacht Club Costa Smeralda**, British Virgin Islands



Scott is the managing principal of GSI Executive Search and is based in the firm's Midwest office in St. Louis. He has executed many successful placements of senior and mid-level management in private clubs, resorts, hotels, gated communities, recreational facilities and real estate developments. He has a diverse background that covers 30 years of experience spanning executive search, professional sports, sports marketing and management, health and tennis club operations and community service.

**Professional experience includes:**

- Principal with Conley & Company, St. Louis, a national executive search firm focused on hospitality, financial services, corporate and nonprofit senior management positions
- Vice President of John Sibbald Associates, a leading national executive search firm for the hospitality industry
- Executed 300 senior-level assignments in the club and hospitality sector
- Owner and operator of South Hampshire Racquet Club in St. Louis, a full-service health club with fitness, tennis and food and beverage operations
- Account executive with Kemper Sports Management in Chicago, a national sports marketing and management firm
- Managed corporate marketing assignments and sponsorships with the PGA Tour
- Graduate of Denison University, Granville, Ohio
- Master of Science in Sports Management from the University of Massachusetts at Amherst
- Former Board member of the United States Tennis Association
- Former partner in Frontenac Racquet Club in St. Louis, a leading indoor tennis club in the Midwest
- Past President of the Alumni Board of Directors of John Burroughs School in St. Louis
- Previous Board and committee member at private clubs in St. Louis and northern Michigan

## Scott McNett

### Managing Principal

Midwest United States

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📱 314-452-8848 – Cell



Manny Gugliuzza is a high-performing strategic professional whose career in private club management and the hospitality industry spans over 30 years. He has served as a General Manager/Chief Operating Officer of private high-end clubs in New Jersey and New York. His assignments include Plainfield Country Club, Montclair Golf Club, Hollywood Golf Club, Cherry Valley Country Club and most recently, the Garden City Country Club.

Manny graduated from Fairleigh Dickinson University with a B.S. in Hotel/Restaurant and Tourism Management. Highly skilled at relationship building with boards of directors, committees and management teams, he is adept at assessing needs, devising options and implementing solutions. He is a strong believer in ongoing training and education for staff and has held his past management teams to high standards.

Manny's background includes managing many extensive capital improvement projects from concept to completion. He is passionate about the club and hospitality industry and believes that delivering exceptional and memorable member and guest experiences is paramount to the success of any club.

As a Principal with GSI Executive Search, Manny focuses on placements throughout Florida and the Northeast U.S. He is available to consult on executive searches throughout the U.S. Through the years, he has developed a strong network of industry professionals. His vast experience in private country clubs and golf clubs, love of the industry and dedication to elevating clubs to their highest potential offers clients a clear understanding of the executive search consulting process.

**Professional experience includes:**

- President, New Jersey Club Managers Association, Club Management Association of America
- Attained the Certified Club Manager designation in 1992 at age 26, making him the youngest CCM in the country at that time
- Earned the Certified Chief Executive designation in 2012 and became a member of the CMAA Honor Society in 2010
- Served on multiple CMAA National Committees including Certification, Club Premier Services and Nominating
- Served as Host Manager for the 2014 USGA Senior Women's Amateur Championship at the prestigious Hollywood Golf Club; Served as Host Manager for multiple MGA, NJSGA and LIGA state opens and tournaments held at Plainfield Country Club, Montclair Golf Club and the Garden City Country Club
- Experience includes leading three Platinum Clubs of America which all attained status during his tenure
- Guest speaker on Club/Hospitality Management at Fairleigh Dickinson University (FDU); instrumental in forming the original charter for the student chapter at FDU
- Guest speaker on Club/Hospitality Management at Montclair University and East Stroudsburg University

**Manny  
Gugliuzza,  
CCM, CCE**

**Principal**

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## Terry Anglin, CCM, CCE, ECM

### Principal

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United States

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Terry Anglin has over 40 years of experience in the private club and hospitality industry. He has served as General Manager of private clubs in Tennessee and California. Most recently, Terry served as GM / COO of San Diego Yacht Club (SDYC), a world-renowned private club. Under his leadership, SDYC rose to the rank of #2 yacht club in the country and was selected as a Platinum Club of the World, as voted by the Club Leaders Forum. Terry has served as President of the CMAA Tennessee Volunteer Chapter, two terms on the board of the CMAA Golden State chapter, and on the Platinum Club Advisory Board for the Club Leaders Forum. He has also held the post of Host (President) of the CMAA International Wine Society and lectured at several World Conferences on Club Management. In 2016, Terry was named as the recipient of the Excellence in Club Management award by the McMahon Group and Club and Resort Business.

As a Principal with GSI Executive Search, Terry focuses on placements throughout the Western U.S. He is also available to consult on executive searches throughout the country. His experience in yacht clubs, golf clubs, and tennis and fitness clubs offers clients broad insight on the executive search process, as well as the essential qualities of private club leaders.

#### Professional experience includes:

- President, CMAA Tennessee Volunteer Chapter
- Board Member, two terms, CMAA California Golden State Chapter
- Host (President) of International Wine Society, Club Managers Association of America
- Attained Certified Club Manager and Certified Chief Executive designations from CMAA; attained CMAA Honor Society designation
- Selected as recipient of the Excellence in Club Management award by the McMahon Group and Club and Resort Business
- Host and speaker at the Yacht Club Manager Symposium at the World Conference on Club Management
- Speaker at World Conference, "Wine 101" course
- Served as adjunct instructor for the University of Mississippi and Cal-Poly Pomona



## David J. Robinson, CCM

### Principal

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Hawaii / Northwest  
United States

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David Robinson possesses more than 35 years of experience in all areas of the hospitality field, including operations, management, sales management, sales and marketing. Based in San Francisco, California, his primary area of expertise is private club management. As a Principal at GSI Executive Search, David focuses on executive search services in Northern California, Hawaii and the Northwest, including Washington, Oregon, Idaho, Utah, Montana, North and South Dakota and Wyoming.

Immediately prior to joining GSI, David served as General Manager at The San Francisco Yacht Club, an exclusive club with 1,100 members and a full-service marina. Prior to that, he held numerous GM positions at reputable clubs across the country, including the Outrigger Canoe Club in Honolulu, Hawaii; Balboa Yacht Club in Corona del Mar, California; Key Biscayne Yacht Club in Key Biscayne, Florida, where he also served as Chief Operating Officer; Milwaukee Yacht Club in Milwaukee, Wisconsin; and Five Seasons Country Club in Indianapolis, Indiana. He also served as Assistant General Manager at St. Francis Yacht Club in San Francisco.

### Professional experience includes:

- General Manager assignments at Plaza Club (Chicago, IL), The Capital Club (Columbus, OH), Skyline Club (Southfield, MI), Club LeConte (Knoxville, TN)
- Director of Sales and Catering at Fairlane Club and Manor (Dearborn, MI)
- Newport Beach Chamber of Commerce, Past Board Member
- Commodore's Club of Newport Beach Chamber of Commerce, Member
- Member of Alpha Phi Omega, National Service Fraternity
- Member of National Club Association
- Certified Club Manager, Club Managers Association of America
- Club Corporation of America (April 1985-June 2000)
- Michigan Technological University (Houghton, MI)



Tara is a highly motivated and seasoned club professional with more than 18 years of experience in the private club industry. She has worked at elite private clubs in Arizona and Texas and served in various roles, including Food and Beverage Director, Event Coordinator, Director of Clubhouse Operations and Clubhouse Manager.

Based in Fort Worth, Texas, Tara specializes in placements and consulting services in Texas, Louisiana, Alabama, Arkansas, and Oklahoma. She possesses a strong track record of mentoring and coaching young professionals, and her passion for hiring and developing managers into future club leaders is an asset in helping members of the GSI team best serve our clients.

**Professional experience includes:**

- Training Consultant at RCS Hospitality Group, where she assisted in facilitating food and beverage training, management training, team building and oversaw a virtual training platform for hospitality professionals and private club employees nationwide. This included building custom courses, onboarding and orientations
- Clubhouse Manager at Vaquero Club in Westlake, Texas, where she oversaw the re-opening of the clubhouse after a complete renovation and managed the day-to-day operations of eight departments, including food and beverage, events and catering, member services, fitness, locker rooms, spa, kids' activities and valet and car wash; implemented standards and procedures to ensure the delivery of high-end member service
- Event Coordinator/Food and Beverage Director and Director of Club Operations at Boot Ranch in Fredericksburg, Texas
- Food and Beverage Manager at Stone Canyon Club in Oro Valley, Arizona
- CMAA Texas Lonestar Chapter
- Proficient across all social media and marketing platforms

## Tara Osborne

### Principal

Texas/Oklahoma  
and South United  
States

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Thomas Noyes is a high-performing, service-oriented professional whose career in private club and community association management and the hospitality industry spans over 40 years. He has served as a General Manager/Chief Operating Officer of several high-end private clubs and communities in the Carolinas and Florida. Most recently, Noyes served as General Manager of Coral Creek Club near Boca Grande, Florida.

Thomas Noyes has managed top-tier golf clubs, including those recognized as a Platinum Club of America, a Distinguished Emerald Club, and a Top 20 of Golf Week Magazine. Noyes has overseen six golf course renovations, working with renowned design firms such as Arnold Palmer, Tom Fazio and John LaFoy and played a key role in hosting the PGA Championship.

Noyes focuses on executive and senior staff placements throughout the Carolinas, Georgia and Florida. He is also available to consult on executive searches throughout the U.S.

#### **Professional Experience Includes:**

- Opened and served as AGM for a boutique hotel in St. Petersburg, FL
- Certified Food Service Professional multiple times
- Extensive experience overseeing golf course and facility renovations.
- Successfully participated in the purchase, sale and turnover of three private clubs
- Certified Club Manager (CCM) in 1997
- Inducted into the CMAA Honor Society in 2009
- Certified Chief Executive (CCE) in 2009
- Attended CMAA World Conference 30 times

#### **Key Management Positions:**

- North Ridge Country Club, Raleigh, NC, General Manager
- Benvenue Country Club, Rocky Mount, NC, Interim GM
- Sahalee Country Club, Redmond, WA, Clubhouse Manager
- Chapel Hill Country Club, Chapel Hill, NC, General Manager
- Wildcat Run Golf and Country Club, Estero, FL, General Manager
- Spring Island Club and Spring Island POA, Okatie, SC, GM
- Plantation Golf and Country Club, Venice, FL, General Manager
- Coral Creek Club, Placida, FL, General Manager

#### **Outside of Work:**

- Participated in the pre-conference Bicycle Chautauqua 16 times
- 2x recognized by the National MS Society for fundraising efforts
- Volunteer for the Children's Cancer Research Fund
- Active in Scouting; ASM, Merit Badge Counselor, Unit Commissioner
- Member of Sarasota County Bicycle Pedestrian Advisory Committee.
- Completed multiple marathons, Ironman 70.3, and several cross-state bike tours. Hiked to and from the bottom of the Grand Canyon
- Certified Instructor Red Cross First Aid/CPR

## **Thomas Noyes, CCM, CCE**

### **Principal**

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## Andrew Minnelli, USTA, RSPA, PTR, PPR

**Principal**  
Racquet Sports /  
United States

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Andrew Minnelli is a nationally recognized racquets industry leader, executive recruiter and strategic advisor with a proven track record of shaping premier racquet sports programs and professionals across the country. Throughout his 20-plus years in the business, Andrew has collaborated with private club boards, committees, members and staff to design and deliver award-winning, innovative racquet programs and tournaments at some of the world's most historic and iconic clubs.

Beyond his operational leadership, Andrew is a skilled recruiter and mentor, committed to fostering both personal and professional growth in those he works with. He values clear, constructive communication and leads with a balance of directness and humility. Andrew is deeply passionate about developing the next generation of leaders in the world of tennis and racquet sports.

As a Principal with GSI Executive Search, based in Rancho Mirage, California, Andrew specializes in nationwide strategic placements across the racquet sports industry. His work spans placements between racquet sports professionals and associations, as well as roles within elite private clubs, semi-private clubs, resorts and collegiate programs. In addition to his search and advisory work, Andrew remains active in the industry as Director of Court Sports at BIGHORN Golf Club, home to a program recognized among the Platinum Clubs of the World. This ongoing operational leadership gives him a real-time perspective that informs his consulting work with authenticity and relevance.

He also consults on short-term and long-range planning, management in transition, capital and operational budget development, tournament and charity event management and staff training.

### Professional experience includes:

- Director of Court Sports, BIGHORN Golf Club
- Director of Tennis, Seattle Tennis Club
- Director of Tennis Operations, The Riviera Tennis Club
- Associate Director of Tennis, Atlanta Athletic Club
- Washington State Open Tournament Director, USTA National 60s
- Indoors Championships
- Host of ITA Women's and Men's National Indoors, and Women's All-American Tennis Championships
- Host for ATP 250 event – Atlanta Tennis Championship
- RacquetX Conference Panelist, Los Angeles
- International Pop Tennis Association Board of Directors Member
- Racquet Sports Professional Association (RSPA) National Executive Committee; Member of Multiple Committees; RSPA Southern CA
- Regional VP, Treasurer and District VP; RSPA Southern Board of Directors Member and Georgia Chapter President
- Southern California Tennis Association: Red, Orange, Green Dot Junior Development Committee
- American Racquet Sports Association Board of Directors
- Wilson Racquet Sports Advisory Staff and BOAST Ambassador
- RSPA Elite Professional
- Professional Tennis Registry (PTR) Adult Development Specialist
- Professional Pickleball Professional Registry Certified



Ned Welc has been a general manager of private clubs in Ohio and Florida for many years. As a leading expert on private club mergers and acquisitions, Ned offers a full range of private club management and operational consulting services, including improving staff training and team building. In addition, he conducts a variety of seminars for club professionals on M&A, club industry trends, and operational management strategies such as improving organizational health and management and board retreats.

Ned is an adjunct professor of the Hospitality Management School at Kent State University in Kent, Ohio. Prior to his career in club management, Ned was the field announcer for the Cleveland Indians major league baseball team for eight seasons.

**Professional experience includes:**

- General Manager/COO/CEO of outstanding private clubs, including The University Club of Akron, The Cleveland Racquet Club, The Mayfield Sand Ridge Club and The Sanctuary Golf Club
- Successfully accomplished the only merger of three clubs in the country: The Mayfield Country Club, Sand Ridge Golf Club and the Oakwood Club
- Served as president of the Greater Cleveland Chapter of Club Managers Association of America (CMAA)
- Southwest Florida regional representative to CMAA
- CMAA distinctions include Certified Club Manager, Chief Executive Officer and Honor Society member
- Guest speaker at the National CMAA Conference and Greater Cleveland, National Capital Chapter, Florida Chapter and Great Lakes Clubs Conference
- Presents seminars on club team building, organizational health and club mergers
- Provided team-building programs for several clubs, including Fairlawn Country Club and Portage Country Club in Akron, Ohio
- Chairman, Kent State University Hospitality Advisory Board
- Received special recognition as "Friend of the Ronald House" by the Ronald McDonald House of Cleveland
- Served on Special Events Committee of the American Cancer Society and Sanibel-Captiva Cares
- Bachelor of Science degree in Business, the University of Akron; Master's degree, the University of Cincinnati

**Ned Welc,  
CCM, CCE**

**National Interim  
Management Lead**

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## Mark J. Woodward, CGCS, MBA

### Golf Operations /Agronomy Consultant

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Mark Woodward brings more than 50 years of experience in many facets of the golf industry to GSI Executive Search, where he specializes in Golf Course Superintendent and Director of Agronomy searches and assists with agronomic consulting and other related projects. His diverse career has included stints as an assistant superintendent, superintendent, golf administrator, golf operations manager, business development manager and senior vice president of a golf management company. Before retiring in December 2020, Mark served as Director of Agronomy at the prestigious Whisper Rock Golf Club in Scottsdale, Arizona. Prior to that, he served as Senior Vice President for OB Sports Golf Management where he managed 12 golf courses in three different states.

In a nationwide search in 2005, Mark was selected by the City of San Diego to serve as Golf Operations Manager to prepare Torrey Pines Golf Course for the 2008 U.S. Open Golf Championship. While at Torrey Pines, Mark also hosted three Buick Invitational PGA Tour tournaments and three Junior World tournaments.

#### Professional experience includes:

- Elected to the Golf Course Superintendents Association of America Board of Directors in 1999, serving seven years and ending as President of the association in 2004 and Past President in 2005
- In 2008, became the first-ever golf course superintendent to be selected as the Chief Executive Officer (CEO) of the GCSAA in the 90+ year history of the association
- Played a key role in starting the "WE ARE GOLF" coalition and the "NATIONAL GOLF DAY" programs
- Served as contributing editor/writer for Golfdom magazine
- Taught golf-related classes at Shanghai Jiao Tong University in Shanghai, China and at the National Institute for Golf Management (NIGM) in Wheeling, West Virginia
- Recognized by Golf Inc. magazine as one of golf's "MOST ADMIRABLE OPERATORS" in 2006 and in the top 35 "MOST POWERFUL PEOPLE IN GOLF" in 2008 and 2009
- Inducted into the Arizona Golf Hall of Fame in 2021
- Bachelor of Science (BS) from Arizona State University (ASU) in Environmental Resources in Agriculture; Master of Business Administration from the University of Phoenix



## Shawn Emerson

### Golf Operations / Agronomy Consultant

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Shawn Emerson has been in the golf course industry for 40 years. Twenty-five of those years were spent at Desert Mountain Golf Club in Scottsdale, Arizona as Director of Agronomy where Shawn presided over seven golf courses, leading them to achieve the Renovation of the Year (2003) award and an Honorable Mention for Development (2019). In addition to managing golf courses, he has also overseen all aspects of club landscaping, tennis and pickle court construction and maintenance, and was part of building a world-renowned performance center. He is known for his innovative approach, using technology such as sensors, drones, operation software and procurement management.

Shawn has managed multi-cultural work environments by hiring employees via student visas, H2B visas and Catholic Relief Services, creating a unified team working toward a common goal. He has placed over 50 golf course superintendents and 75 assistant superintendents who have moved on to other opportunities in the golf course industry. Shawn has collaborated closely with many experts in the industry during his career, including architects, scientists, university professors, manufacturers and many small business owners. As a second-generation golf course superintendent, Shawn has many business contacts that span several generations and is well regarded within the industry. Over the years, Shawn has been featured in multiple magazines, been a guest on many blogs and has served on an advisory committee that helps reshape the golf industry for the future. He is renowned not only for his expertise but also for his management skills.

#### Professional experience includes:

- PGA West Resort in Palm Springs, California (2 Courses)
- Golf Course Superintendent at Coronado Country Club in El Paso, Texas (18 Holes)
- Construction of six golf courses
- Led renovation of 12 golf courses
- Groomed golf tournaments for major tournaments including nine Senior PGA major tournaments, six Arizona State Opens, four Arizona State Amateurs, six Southwest Amateurs, one PGA Senior Club Championship and one USGA Senior Women's Amateur
- Inductee into the Arizona Hall of Fame in 2017
- Winner of the Anuvia Legends Award (2020)
- Lectured at many GCSAA conferences and spoken on many university campuses
- Bachelor of Science (BS) in Agronomy, University of Arizona



## Bob Elliott, PGA

### Golf Lead and Consulting Principal

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A PGA Life Member with a career spanning over four decades, Bob Elliott has left an indelible mark on the game through his leadership, mentorship and passion for growing the sport. As Head Golf Professional at Northwood Club (1981–2015), he shaped one of the premier private club experiences in the country, mentoring 18 assistants who have gone on to serve as Head Professionals or Directors of Golf. A 1993 NTPGA Golf Professional of the Year and 1999 finalist for PGA of America National Professional of the Year, Bob served as National District 12 Director and twice ran for Secretary of the PGA of America. He has qualified for five Byron Nelson Classics and the 1983 PGA Championship, and raised over \$2 million for junior golf and charitable causes. He also worked alongside architect Tripp Davis to execute Northwood Club's Golf Course Master Plan, voted the best course renovation in 2018. A student of the legendary Harvey Penick — alongside Ben Crenshaw and Tom Kite — Bob's dedication to the game, his peers, and the next generation of professionals has cemented his legacy as one of the most influential figures in private club golf.

#### Early Years in Golf

- Learned the game under Harvey Penick, alongside Ben Crenshaw and Tom Kite
- Began his professional career under the tutelage of Ross Collins, a PGA of America Golf Professional of the Year, at Dallas Athletic Club (1977-1980)

#### Professional Career

- PGA Member since 1978
- Head Golf Professional and Director of Golf, Northwood Club, Dallas (34 years, 1981–2015)
- Instrumental in working with Tripp Davis and the Master Golf Course Committee to bring Northwood Club's Golf Course Master Plan to realization; voted best renovation in 2018

#### PGA Leadership and Governance

- District 12 Director, PGA of America Board of Directors (2000–2003)
- Candidate for PGA of America National Secretary in 2004, narrowly defeated in one of the closest elections in PGA history
- Candidate for national office again in 2006, finishing third
- Northern Texas PGA President, 1992–1993

#### Section Honors Recipient of six Northern Texas PGA Section awards:

- 1985 and 1989 Horton Smith Award (now Professional Development Award)
- 1993 Golf Professional of the Year
- 2016 Distinguished Service Award

#### Competitive Accomplishments

- 2001 Northern Texas PGA Professional Championship Champion
- Competed in the 1983 PGA Championship at Riviera Country Club
- Competed in five Byron Nelson Championships
- Fifth highest winning percentage in NTPGA history
- Two-time Joe Black Cup Captain (1994, 2005)

#### Mentorship and Professional Development

- 18 assistant professionals advanced to Head Professional or Director of Golf positions under his leadership
- Seven former assistants won Northern Texas PGA Section Awards

#### Philanthropy and Junior Golf Impact

- Co-Chair, Gatlin Brothers Celebrity Golf Tournament (1979–1995), raising over \$1,000,000 for the Muscular Dystrophy Association
- Co-Chair, AJGA Justin Leonard Team Championship (1997–2006), raising \$1.8M in scholarships for the NTPGA Foundation

#### Industry Service after Retirement

- Consultant to PGA Magazine from 2016 to 2020
- Director of Instruction, True North Golf Club, Harbor Springs, MI (2017-2019)
- Consultant with GSI Search Firm (2022 to Present)
- Interim Director of Golf at Vaquero Club (2023)



Mary Kate Addison is a graduate of Clemson University, where she earned her degree in Psychology and Human Resource Management. She began her career in the hospitality industry at Omni Barton Creek Resort & Spa, where she gained valuable experience in hotel operations, restaurant management and private club services. Her exposure to the full spectrum of hospitality operations sparked a lasting passion for the industry.

At GSI, Mary Kate is spearheading the launch of a new division dedicated to Hotel, Resort & Spa and Restaurant recruiting. Her comprehensive background in hospitality, from front-of-house operations to back-of-house management, gives her a well-rounded perspective that uniquely positions her to match top tier talent with industry-leading employers.

Mary Kate is known for her ability to build genuine, lasting relationships and for her commitment to helping others find their ideal professional fit. She is excited to expand GSI's capabilities and bring new opportunities to both clients and candidates within the hospitality sector.

#### **Professional experience includes:**

- Omni Barton Creek Resort & Spa Human Resources Leader in Development Program
  - Selected and recruited into Omni Hotels & Resorts' prestigious Leader in Development (LID) Program. Successfully completed intensive training in HR operations across multiple departments. Omni Hotels owns and operates over 50 luxury properties across North America
  - Supported corporate initiatives through task force assignments and internal audits at other Omni properties
  - Developed strong working knowledge of HR compliance, recruitment, employee relations and training processes
- Member of Texas Restaurant Association (TRA)
- Member of Texas Hotel & Lodging Association (THLA)
- Member of American Culinary Federation (ACF)
- Member of Society for Human Resource Management (SHRM)
- Proficient across all social media and marketing platforms
- Proficient in HR department operations

## **Mary Kate Addison, SHRM-CP**

### **Principal**

Restaurant, Hotel & Resorts, Senior Living, Private Estate

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## Dallas Addison

### President

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☎ 972-341-8126

Dallas Addison is a Founding Principal of Ethos Club & Leisure and a shareholder of Addison Law with extensive experience in golf, hospitality and recreational real estate projects. Mr. Addison has provided advice and counsel regarding the acquisition, sale, development, management, financing and operation of golf, hospitality and recreational real estate projects throughout the country. This experience includes the negotiation, structuring and preparation of purchase and sale agreements, development agreements, joint venture agreements, financing documentation, management agreements and membership documentation along with the documentation required for planned community and other real estate projects including fractional ownership. The national magazine Boardroom Magazine has named Addison Law as Law Firm of the Year in the Golf Industry for the past nineteen years. In a survey and peer study conducted by Golf Inc., a national publication, Addison Law was named the most experienced and recommended law firm nationwide for golf course owners, developers and private club boards.

Prior to joining Addison Law, Mr. Addison was an attorney with the international law firm of Jones Day, where he worked on numerous commercial real estate transactions, mergers and acquisitions and capital formation transactions including private placements, debt offerings and initial public offerings.

Through affiliated entities, Dallas Addison has been a principal in the creation and operation of several conservation and recreation-oriented communities and concepts. These projects include Cross Pines Ranch and Bosque Canyon Ranch, both conservation-based sporting ranches located near Dallas, Texas. He has also worked on similar projects on the Big Island of Hawaii and near Kalispell, Montana above Flathead Lake. Mr. Addison received his law degree cum laude from the Southern Methodist University Dedman School of Law, where he served on the Southern Methodist University Law Review Association and was a founding member of NAFTA: Law Review of the Americas. Mr. Addison received a Plan II Honors degree from the University of Texas at Austin. He is a member of the Recreational Development Council of the Urban Land Institute and is a member of the State Bar of Texas (Real Property and Entertainment and Sports Law Sections) and the Business Council for the Arts. He has lectured and moderated frequently on golf and hospitality topics throughout the United States.



## Randolph D. Addison

Director

Randy Addison has spent nearly 40 years representing clients involved in the ownership, operation and development of private clubs, golf facilities, resort projects and residential communities. A founding member of Addison Law and principal of Ethos Club & Leisure, he has worked on more than 1,500 projects across the U.S. and internationally, including Desert Mountain Club, Pinehurst Resort, The Bridges at Rancho Santa Fe, Dallas National Golf Club and The Vaquero Club.

His experience spans acquisitions, equity conversions, turnarounds and new club development with a focus on structuring membership programs, due diligence and operational agreements. Randy has advised a range of clients—club owners, developers, not-for-profit member-owned clubs and managers—through every phase of a project from initial concept to long-term operation.

He has also helped structure and lead conservation-based communities such as Cross Pines Ranch and Bosque Canyon Ranch and has worked on similar projects in Hawaii and Montana. Randy has spoken at numerous industry events and legal seminars and is a Fellow of the American Bar Foundation, an honor limited to the top one percent of ABA members. He holds both his undergraduate and law degrees from the University of Texas at Austin and is admitted to practice in the Federal Courts of the Northern District of Texas. He remains active in the Corporate and Real Estate Section of the State Bar of Texas and the American Bar Association.