

# Terry Anglin, CCM, CCE, ECM

## Principal

West/Southwest United States

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### A fit for GSI:

I retired from active club management after 40+ years in the industry. The relationships I've formed with fellow managers and with members and their families made the decision to transition difficult but joining GSI has allowed me to keep in touch and continue working with private clubs.

### Services offered:

- Executive placements
- Governance and strategic planning for clubs
- Wine courses
- Educational seminars on recruiting, orientation, retention, resume writing, and Zoom interview techniques

### Work and relationship approach:

Client interactions differ from club to club. At a minimum, I provide weekly reports and updates on the progress of the search. Through every stage of the recruitment process, the club and the candidate are both equally informed.

### Successful placements:

There are varying measures of success in a search. One is to hear from a club that GSI has been selected to perform the search. Another is the submission of the hiring packets to the club after hours of e-mails, phone calls, and Zoom interviews. Success is also achieved the day the club selects its candidate and then I get to call the successful applicant. Lastly, success is indicated by the tenure of people that I have placed with a club.

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#### **Words I live by:**

*“Analyze what you have learned from every experience and carry it with you in your next search.”*