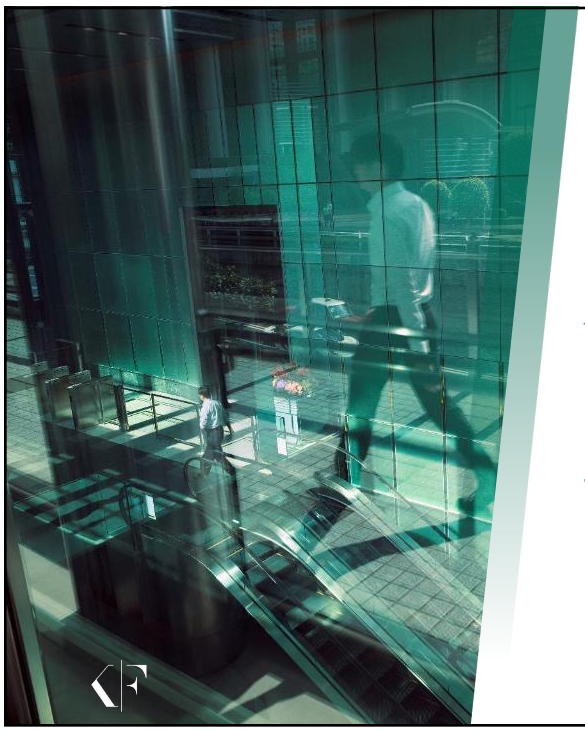

KORN FERRY
Mary Cook, Market Leader
Ellen Butler, Senior Client Partner
Kelly Barthel, Principal
Finance and Accounting Interim
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WE ARE A GLOBAL ORGANIZATIONAL CONSULTANCY THAT CONNECTS YOUR ENTIRE TALENT ECOSYSTEM
10,000+
employees* worldwide
48% in NA
27% in EMEA
21% in APAC
3% in LATAM
GLOBAL OFFICES
20 in NA
43 in EMEA
12 in LATAM
31 in APAC
Total Rewards
Organization Strategy
Assessment and Succession
Talent Acquisition
Leadership and Professional Development
15,000 organizations
100+ offices
50+ countries
*Figures shown include full-time employees as of August 2024
2

2



KORN FERRY INTERIM

Accelerate change and ensure your organization meets milestones and deadlines. From single, just-in-time engagements to complex, long-term projects, interim talent solves a range of needs:

CRITICAL ISSUES

Minimize disruption and achieve time-critical outcomes for your major transformations or issues with interim talent

PROJECTS OR INITIATIVES

Scale your team according to your timeline with proven experts who are on hand to see your outcomes met

SPECIFIC EXPERTISE

Hiring experienced interim talent to supplement your workforce ensures business continuity and mitigates risk

KEY ROLES

Fill your open role short term or interim-to-hire with talent that understands the execution and challenges at hand

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WHY KORN FERRY INTERIM?

72.7 million

Americans are pursuing independent work—about 45% of the US workforce

1200+

Korn Ferry interim professionals working on client engagements around the globe every day

Percentage of companies moving to a blend of permanent and supplemental talent

90%

80%

of large Corporations plan to increase use of flexible workers in the coming years

Percentage of traditional job holders who also report having an independent side gig

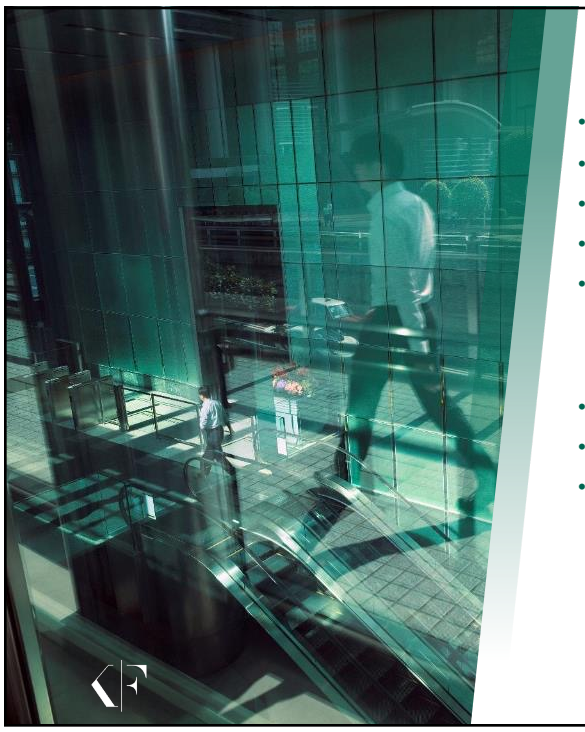
37%

10k+

Number of Korn Ferry employees working with clients in over 50 countries around the globe

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4

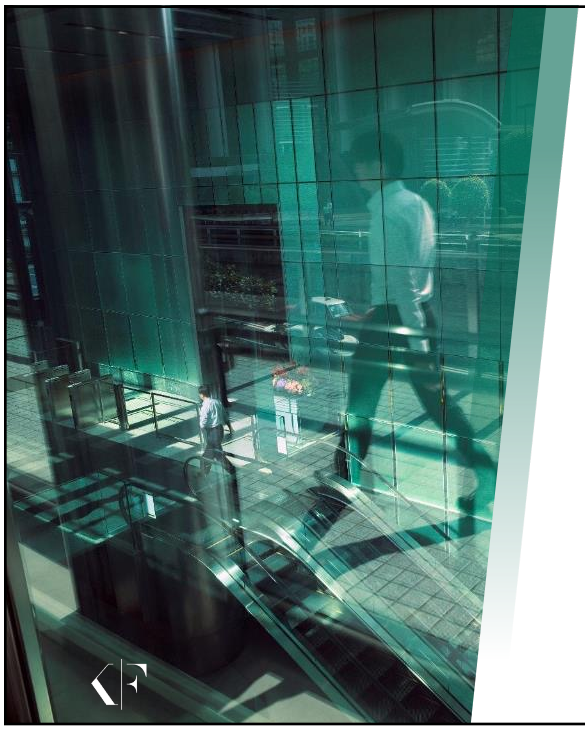


Hiring Trends:

- AI experience, be on the forefront of technology
- Movement in PE, esp with family business transitions
- CAO – very competitive
- Relocation
- CFOs are trending more strategic advisors to CEO
  - Finance, corp dev, treasury/capital markets
  - Opportunities for controllers to be very strong
- Active industries: aerospace, defense, energy, infrastructure
- "Job Hugging"
- Looking to transition to CFO?
  - Operations experience in a plant
  - Divisional CFO
  - Treasury/FP&A experience
  - Strong accounting background

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Why Gig Work? Why Now?

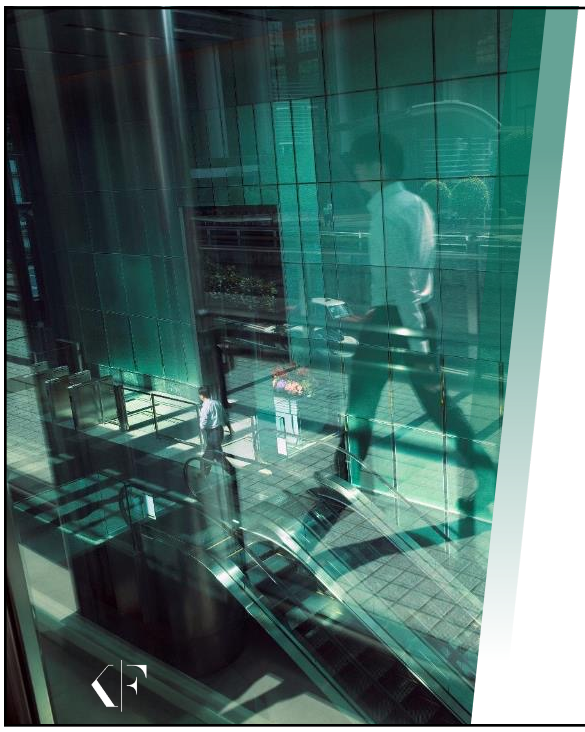
Pros

- Offers flexibility and autonomy in choosing projects, schedules, location
- Higher earning potential
- Diverse experience
- Strategic career control, "free agent"
- Meaningful work – focus on projects that align with interests/expertise

Cons

- Inconsistent work and employment rights, pay gaps
- Competition (applying for the job each project)
- Interviewing every time
- True meritocracy

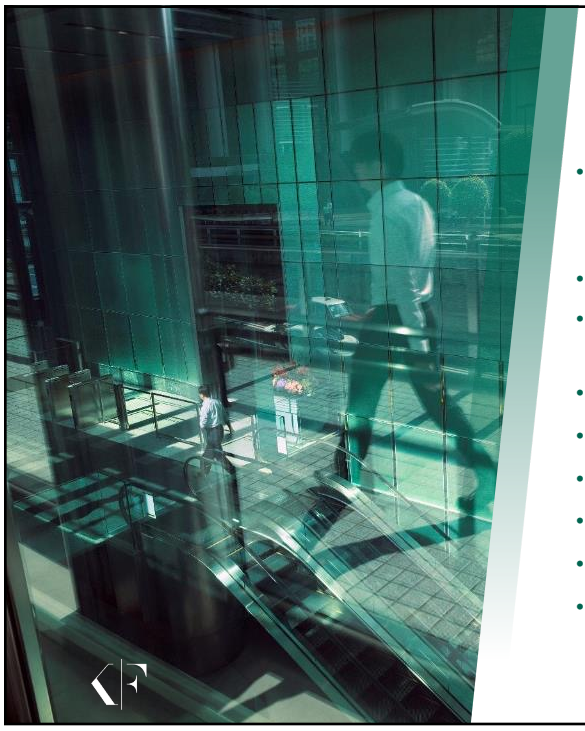
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Behind the Scenes of Executive Search

- Types - Executive, Professional, Interim
- Retained, Contained, Contingent
- Proactive relationships – invest before its needed

7



How Do Consulting Roles Work?

- Firms exist to do business development and HR/employment for you, and support you during the project vs you going it alone
- Every Firm works slightly differently
- W2 (with benefits) or C2C options (tax, insurance and benefits implications)
- Consultant First…you decide
- Fractional and full time
- Projects and durations vary
- Flexibility and professionalism wins
- Committing to a project and end date
- Operating like a consultant vs an employee

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MARY COOK

MARKET LEADER, SENIOR CLIENT PARTNER

Mary leads the North America Midwest/East Teams for the Finance and Accounting Interim practice at Korn Ferry. She is passionate about advising organizations on accelerating change by placing accomplished consultants in senior level finance and accounting interim roles; she and her team deliver flexible, high-impact talent solutions that drive performance, accelerate growth and strengthen organizational agility, allowing people and businesses to evolve and succeed.

Prior to Korn Ferry and Salo, Mary held CFO positions at Pampered Chef and Sears Holdings Corporation. She also held senior finance/ executive roles at Chrysler and Spherion Technology. Mary began her career at Andersen Consulting in their Change Management practice. These diverse roles gave her experience in finance, operations, change management, and information technology within the retail, multilevel marketing (MLM), and automotive industries. She has worked in high-growth, turnaround, public, private and PE companies.

Mary is the immediate past President of Financial Executives International (FEI) Chicago, and a National FEI Board Member. She is a Board Member of the International Women's Forum (IWF), an Advisory Board Member of The Executives Club of Chicago, and a Board Member of ELITE. Mary is a Member of The Chicago Network, and the Economic Club of Chicago. Mary was a 2025 BOMA honoree of the American Lung Association.

Mary supports and lends her time to several community organizations, including the American Lung Association, Second City Canine Rescue, Barrington's Children's Charities, Gigi's Playhouse Down Syndrome Achievement Centers, Parkinson's Foundation, and the Barrington Chinese Immersion Council.

Mary has a BA from Michigan State University, and an MBA from the University of Michigan. In her free time, she enjoys yoga, peloton, waterskiing and boating with her family. She lives in North Barrington with her husband and two boys.

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ELLEN BUTLER
SENIOR CLIENT PARTNER – CFO SERVICES

Ellen Butler is passionate about helping organizations navigate complex financial and operational challenges by connecting them with exceptional interim talent and strategic solutions. As a leader within Korn Ferry's Interim Finance and Accounting practice, she partners closely with clients to deliver flexible, high-impact talent strategies that drive performance, accelerate growth, and strengthen organizational agility.

Ellen brings a strong foundation in finance, operations, and strategic advisory, shaped by her early career in investment banking and honed through leadership roles in corporate strategy. Her background enables her to understand the unique needs of private equity, venture capital, and family office clients—both at the fund and portfolio company levels. She also works extensively with privately held, publicly traded, and nonprofit organizations, helping them address critical initiatives such as financial transformation, post-transaction integration, and operational optimization.

Before joining Korn Ferry in 2021, Ellen spent three years in strategy and operations at a publicly traded healthcare technology company, where she was responsible for enterprise workforce planning and spearheaded the establishment of a new customer service center to support national expansion. She began her career in investment banking, advising clients on buy- and sell-side mergers and acquisitions within the lower middle market. Her specialization in manufacturing exposed her to a wide range of multigenerational, family-owned businesses, where she guided owners through their first experiences with institutional capital.

Ellen holds a Bachelor's degree in Finance from Lake Forest College, where she was also a member of the women's soccer team. She resides in Shorewood, Illinois, with her husband and two children.

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KELLY BARTHEL
PRINCIPAL – CFO SERVICES

Kelly Barthel partners with companies to solve critical finance and accounting talent needs by connecting them with experienced interim professionals who deliver immediate impact.

A CPA and former CFO with more than 25 years of experience, Kelly brings firsthand expertise in public accounting, corporate finance, and executive leadership. She began her career with Ernst & Young and held finance and accounting roles with organizations including Abbott Laboratories and Badger Meter before moving into senior finance leadership positions.

Today, Kelly works with public, private, and private equity-backed companies, with a particular focus on manufacturing, helping organizations navigate leadership transitions, transformations, and special projects. Her background as a finance executive allows her to understand clients' challenges firsthand and match them with proven interim talent who can quickly create value.

A longtime resident of the Greater Milwaukee area, Kelly remains active in the community through volunteer leadership and board service.

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