

**WORLD'S MOST INFLUENTIAL HEADHUNTERS** January 10, 2008, 1:40PM EST

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## Michael James "Jim" Conroy

Chairman, founding partner, Conroy Ross Partners

**Company Info:** [Conroy Ross Partners](#)

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**Advice:** Don't ever forget where you came from and who helped you get where you are. Don't ever be afraid to think outside the box but do so with a careful and calculated assessment of potential risk.

**Qualities sought in emerging leaders:** Although somewhat of a cliché, I do look for fire in the belly, which very often is not there. I also like people that have been "knocked down" once or twice in their careers but have managed to get back up, dust themselves off and take their careers forward. I like leaders who are able to see past tomorrow and who are highly motivated by new challenges. I look for leaders who are not so caught up in their own "greatness" that they still value and appreciate the supporting efforts of the team around them and are not afraid to acknowledge this. I like strength mixed with humility, a powerful combination.

**Sector specialization:** Energy, nonprofit, financial

**Job function specialization:** Board directors, executives, CFOs, marketing, business development

**Geographical Focus:** Primarily Western Canada and international search work

**Companies I often recruit for:** [Nexen](#); Burlington/ConocoPhillips; [Western Oil Sands](#); Plains Marketing; [Verenex](#)

**Favorite historical figure:** Pope John Paul II

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**Education:** Univ. of Western Ontario, BA 1967

**Languages:** English

**Employment history:** Conroy Ross, Chairman, President, and Founding Partner, 1994 to present; H.L. Johnson, Senior Consultant and Shareholder, 1988-93; Enserv, VP, Operations, 1997-98; Bawden Drilling, VP and GM, 1983-97

**Other interests:** Director, Calgary Prostate Cancer Foundation Board; travel; golf

**Professional/Membership Affiliations:** IIC Partners, a global organization of independent, retainer-based executive search firms

**Experience in executive search consulting:** years

**High Profile Placement:**

**Other paths I might have pursued:** Foreign diplomatic corp

**The global business trend that will most influence corporate performance in the future:**

The overall globalization of all streams of business will continue to present many different challenges. The increasing cost of diminishing energy sources and the increasing focus on the environment will be major influencers of future corporate performance.