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Position and Candidate Specification

MINNESOTA BUSINESS PARTNERSHIP

Chief Executive Officer

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About the Organization

Established in 1977, the Minnesota Business Partnership (MBP) is a nonpartisan public policy organization that brings together more than 100 CEOs and senior executives from Minnesota's largest employers. Its member companies span a wide range of industries and collectively employ one in six Minnesotans, while contributing to communities across the state through jobs, investment, innovation, philanthropy, and support for local businesses and institutions. MBP members:

EMPLOY:
500,000
Minnesotans

PROVIDE:
MORE THAN
$15 billion
in wages and benefits in Minnesota

CONTRIBUTE:
MORE THAN
$13 billion
in state and local taxes

At the heart of MBP's work is the belief that a strong, globally competitive economy is essential to maintaining a high quality of life for Minnesotans. The Partnership works to shape the issues affecting Minnesota's long-term economic future, drawing on research, data, and the practical experience of its members to identify priorities and advocate for policies that strengthen the state as a place to live, work, invest, and do business.

Beyond its policy work, MBP also serves as a distinct forum for senior business leaders to exchange perspectives, build relationships, and engage with leaders across the public, private, and civic sectors. By harnessing the collective expertise, reach, and influence of its membership, the Partnership has the opportunity to forge consensus around a clear point of view, advance policies and priorities that strengthen Minnesota's business environment, and help ensure the state remains a place where businesses, communities, and people can thrive.

MBP'S GROWTH AGENDA

MBP's current policy agenda reflects its focus on strengthening Minnesota's competitiveness and creating the conditions for long-term economic growth. Its work is concentrated across three primary areas:

- Jobs & the Economy: Promoting a competitive tax and regulatory environment that supports business growth, investment, innovation, and job creation in Minnesota, including priorities related to tax competitiveness, the state's R&D tax credit, and regulatory and employment mandates.
- Education & Workforce: Strengthening student achievement and building the talent pipeline that powers Minnesota's economy, with priorities spanning literacy and academic standards, early learning, career and technical pathways, dual-credit opportunities, and stronger partnerships between businesses and educational institutions.
- Health Care: Supporting reforms that improve health care quality and access while addressing affordability, workforce challenges, and barriers to innovation.

FINANCIAL AND OPERATIONAL HIGHLIGHTS

The Minnesota Business Partnership is based in Minneapolis, MN and is supported by a professional staff of 6 employees. In FY2025, the organization reported an annual operating budget of approximately $3-4M.

Position Summary

The Minnesota Business Partnership seeks a dynamic, strategic, and highly credible Chief Executive Officer to lead one of the state's most influential business coalitions at an important moment for Minnesota's economic future. With the ability to convene CEOs and senior executives from many of the state's leading employers, MBP offers its next leader a distinctive platform to mobilize the business community around a compelling vision for economic growth and translate that vision into meaningful progress. The CEO will work closely with members to sharpen and advance MBP's agenda, deepen and broaden engagement across the Partnership, define how the organization can most effectively deploy its resources and voice to implement measurable change, and harness the collective expertise and influence of its membership.

Central to the mandate will be strengthening MBP's position as a trusted, nonpartisan voice for Minnesota's business community and a constructive partner to state policymakers. The CEO will cultivate relationships across the political spectrum, engage credibly with business, government, civic, and community leaders, and communicate a compelling case for the role of business in shaping Minnesota's future. Success will require moving confidently between the boardroom and the Capitol, listening closely to members and stakeholders, finding common ground across differing perspectives, and developing and executing a focused, actionable agenda that advances a shared set of priorities.

The next CEO will also play a critical role in building a strong, empowered team and working in close partnership with the Board and Executive Committee to strengthen the organization's effectiveness. The CEO will ensure disciplined operations and sound financial stewardship, aligning MBP's resources with its strategic priorities and creating the organizational foundation necessary for sustained impact. This is a rare opportunity for an accomplished leader to harness the collective influence, expertise, and commitment of Minnesota's business community to strengthen the state's economic competitiveness, expand opportunity, and enhance quality of life for all Minnesotans.

KEY RELATIONSHIPS

Reports to	Board of Directors, through the Board Chair and Executive Committee
Direct reports	Chief of Staff Communications Director Education & Workforce Policy Director Fiscal Policy Director Health Policy Director
Other key relationships	Current and prospective members Community organizations and partners Relevant policymakers and government agencies Peer business associations and industry groups Media stakeholders

DESIRED OUTCOMES

- Establish and execute a clear, focused strategy that translates MBP's Growth Agenda into actionable priorities and workstreams, creates alignment among members, establishes a clear point of view on the issues that matter most, and demonstrates meaningful progress in strengthening Minnesota's economic competitiveness.
- Strengthen MBP's influence and effectiveness with policymakers, positioning the Partnership as a trusted, nonpartisan advocate for Minnesota's business community and a constructive resource for leaders across the political spectrum.
- Reinvigorate and grow MBP's membership by demonstrating a compelling value proposition, ensuring that CEOs and senior executives are energized by MBP's mission, actively participate in its work, and see meaningful value and impact from their involvement.
- Elevate the voice and reputation of Minnesota's business community externally, articulating a clear and compelling narrative about the role of business in the state's prosperity and strengthening MBP's credibility with business, government, civic, and community stakeholders.
- Expand MBP's reach and collective impact across Minnesota, deepening connections with employers and leaders beyond the Twin Cities and building productive partnerships with business, civic, and other organizations where collaboration can advance shared priorities.
- Build a strong, stable, and high-performing organization, providing clear direction and empowering the team to operate with appropriate autonomy, accountability, and coordination while rebuilding institutional strength and positioning MBP for sustained success.

YEAR 1 PRIORITIES

- Build trust and develop a deep understanding of MBP and its stakeholders by engaging with members, staff, policymakers, and partners. Assess MBP's capabilities, relationships, and opportunities to extend its impact.
- Establish focus and alignment around the path forward, working with the Board, members, and team to determine the most important near-term priorities, clarify where MBP can have the greatest impact, and sequence the work accordingly.
- Mobilize stakeholders and strengthen MBP's voice by developing coordinated advocacy, membership, stakeholder engagement, and communications plans. Create visible roles for members, deepen bipartisan relationships, and sharpen MBP's public narrative.
- Assess and strengthen the organization's internal foundation, developing a clear understanding of the team's strengths and needs, clarifying roles, decision rights, and ways of working, and ensuring talent and resources are aligned with priorities.
- Demonstrate early momentum against the identified priorities, establishing a cadence for measuring and communicating results to the Board and membership while adapting the strategy as conditions evolve.

IDEAL EXPERIENCE

Senior Executive Leadership

Significant senior leadership experience in a complex, high-profile organization, with the executive presence, judgment, and strategic perspective to engage credibly with CEOs, board members, policymakers, and other influential leaders. Proven success setting strategy, establishing priorities, building alignment, and translating a vision into disciplined execution and measurable results.

Business Acumen

Meaningful private-sector experience and strong business acumen, developed through experience working with or for major employers, and providing firsthand insight into how businesses operate, make decisions, and navigate economic and policy issues. Ideally, this experience includes meaningful familiarity with Minnesota's business landscape and the diverse industries, priorities, and perspectives that shape the state's economy.

Public Policy Leadership

Substantive experience navigating complex political environments and building productive relationships across the political spectrum. Demonstrated ability to build coalitions, influence decisionmakers, and represent business interests credibly with elected officials and policymakers through a pragmatic, nonpartisan, and solutions-oriented approach.

Team Development & Organizational Culture

Experience building and developing strong teams, setting clear expectations, and empowering individuals to take meaningful ownership of their work. Demonstrated success in fostering a collaborative and accountable culture while providing the direction and support needed to advance organizational priorities.

External Representation & Convening Power

Established credibility as a trusted convener and external spokesperson, representing organizations or constituencies with senior business, government, civic, and community leaders. Track record of bringing together stakeholders with differing perspectives, building alignment around shared priorities, and communicating complex issues clearly and persuasively across diverse audiences.

CRITICAL LEADERSHIP CAPABILITIES

Acting Strategically

- Develops a clear, actionable strategy that translates MBP's long-term vision and Growth Agenda into focused priorities, workstreams, and measures of progress.
- Anticipates changes in Minnesota's business, political, and policy environment and positions the organization to respond proactively rather than reactively.
- Distills a broad and complex member agenda into a focused set of priorities, building sufficient consensus to establish a clear point of view and making disciplined choices about where MBP should lead, influence, partner, or deploy its resources to achieve the greatest impact.
- Balances immediate advocacy priorities with a longer-term view of the conditions necessary for Minnesota's businesses and economy to thrive.

Driving Results

- Sets clear expectations for performance and ensures the team understands what success looks like, both individually and collectively.
- Deploys the team thoughtfully, drawing on individual strengths and expertise, delegating effectively, and empowering individuals to take meaningful ownership of their work.
- Maintains momentum and removes barriers to execution, staying sufficiently close to the work to identify problems, make decisions, and help the team navigate obstacles as they arise.
- Extends capacity within a lean organization, effectively leveraging members, partners, and external resources alongside the internal team to achieve greater impact.

Collaborating and Influencing

- Builds trusted relationships with CEOs, policymakers, staff, and civic and business leaders, listening closely to understand their priorities and perspectives before seeking to influence.
- Creates alignment among highly accomplished stakeholders with differing viewpoints, finding common ground without losing sight of MBP's mission and priorities.
- Operates credibly across the political spectrum, building productive relationships with leaders in both parties while maintaining a consistent, nonpartisan, pro-business approach grounded in the belief that a strong business environment contributes to broader prosperity and opportunity across Minnesota.
- Harnesses MBP's convening power to deepen member engagement, foster collaboration, and mobilize influential leaders around shared agenda, translating collective influence into effective advocacy and tangible outcomes.
- Communicates with authenticity, clarity, and judgment, serving as a credible voice for the organization while creating space for others to be heard.

OTHER PERSONAL CHARACTERISTICS

- Possesses integrity and sound judgment, with the credibility and discretion to earn the confidence of MBP's members and build trust across business, government, and civic communities.
- Humble and low ego, with a genuine service orientation and commitment to advancing MBP's mission and the collective interests of its membership.
- Intellectually curious and an active listener, with an openness to different perspectives and a genuine interest in the businesses, communities, and issues shaping Minnesota's economic landscape.
- Authentic and engaging, with the presence and interpersonal style to connect naturally across a variety of key stakeholder groups.

APPLICATIONS & NOMINATIONS

If you wish to submit application materials or nominate someone to serve as the next CEO of the Minnesota Business Partnership, please email: MBPCEO@SpencerStuart.com.