



WIL Highlights December 13, 2019

“A Multifaceted Career: What I’ve Learned about Advancement and Culture Fit” featuring Tino Mantella, President & CEO, Turknett Leadership Group

Summary: It was a special pleasure for Susan Hitchcock, founder/host of the WIL seminar series to sit down with Tino Mantella following his first year as head of TLG - and on the occasion of the 199th WIL seminar. During the interview / “fireside chat” format, Tino shared many valuable lessons from his diverse career leading both for profit and not for profit organizations. His candor was refreshing regarding the ups and downs (mostly ups) in his life and career path. Tino’s use of self-deprecating humor and his direct demeanor gave the audience a true picture of who he is - i.e., a dedicated husband, father, brother, and son - and a very focused, well connected, and hard-working leader (one who also stays physically fit.)

In his most recent executive role prior to TLG, Tino spent 12+ years growing the TAG organization exponentially in numbers (from a few thousand to 18,000+ members) as well as in reputation and impact - i.e., virtually every possible measure. Among his many skills he brought there and further honed were strategic thinking, fundraising, branding, relationship building and partnerships. Another position he held for over 10 years was President & CEO of the Metro Chicago YMCA. His accomplishments and lessons learned there, as well as the organization’s impact in the community under his leadership, are truly inspiring. He also shared his experience in another not for profit leadership role which he held for only 2 years. Tino admitted that the cultural fit was just not right. He talked about the importance of evaluating this for yourself and deciding when a change is needed.

Lastly, Tino gave the audience the inside story on his leaving TAG and accepting the position with TLG. Some people saw this as a rather unexpected move - from technology to psychology, however, the real reason isn’t that difficult to comprehend. The TLG founders, Bob and Lyn Turknett, were ready to turn over the everyday running of the business to a strong business leader, someone known for growing organizations as well as for strong values. As Tino spoke about the process he went through in considering the TLG role, his admiration for the Turknetts is very clear – for the company they’ve built and the reputation they’ve earned as creators and role models of the Leadership Character Model (based on Integrity, Respect and Responsibility.) Tino’s first year as president and CEO of TLG has brought new opportunities, an expanded client base, additional programs, some new staff and partnerships as well as other changes. But, the future remains grounded in the fundamentals of leadership character. That’s evident in all the services TLG provides their clients and in the plans for the 14th Leadership Character Awards to be held on October 28 of next year! A true testament that Tino and TLG continue to represent the best of the best in leadership.

Background – Personal & Professional:

- Tino grew up in upstate New York in a close knit family – mother, father and 3 siblings. At an early age he helped his father in his business and he’s been busy ever since. Tino also has a lifelong interest in sports of all kinds including personal participation all the way through college.
- He holds a Master’s degree in Physical Education Administration from Temple University. While attending Temple, Tino met his “future wife” who was attending Drexel University. Today they have 2 grown daughters and a son – and – they’re grandparents to one little girl.
- In addition to the work experience already mentioned, Tino is a Partner at Tier4 Advisors based in ATL. He also serves on the Board of the International Sports Assoc.
- In November, 2019 at their annual gala, the Atlanta Technology Professional (ATP) organization honored Tino as a top nominee in the Impact Category.

Take-aways / Comments from Attendees:

- “Leadership with care and integrity.”
- “Drive and positive impact.”
- “Importance of the cultural aspect of the work environment.”
- “Adaptability is key. To push a vision forward the right people have to be on board.”
- “Being employee centric = being sincere, on topic and treating them well.”
- “Don’t be afraid to take on roles and responsibilities that are unfamiliar to you.”
- “New role: 90 meetings in 90 days.”
- “Continue to learn and grow and take on extra responsibilities.”
- “Nonprofits need business work experience too.”
- “Inspired by Tino’s continued service.”
- “BHAG = Big Hairy Audacious Goals”
- “Outcomes driven.”
- “Go and do job well and money will follow.”



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