



37 years in Executive Search

Areas of Expertise:

Board Director, CEO, General
Management, Private Equity

His Practice: Hal is Chairman of Herbert Mines Associates. He joined the firm in 1993 as President and then became Chief Executive Officer in 1998. In 2023, Hal stepped down as Chief Executive Officer and remains the firm's Chairman.

During his tenure as Chief Executive Officer, Hal specialized in C-Suite and Board level positions for large public, privately held, and private equity-backed retail and consumer product companies. Boards of Directors and CEOs regularly call upon him for succession planning advice and compensation consulting. BusinessWeek has named Hal as one of the 100 Most Influential Headhunters in the World. He is a frequent speaker on retail leadership and talent and has appeared on numerous times in print and on MSNBC and CNBC's Power Lunch.

His Background: Hal entered the search business in 1986 when he joined Korn Ferry International where he was promoted to Partner in 1988 (one of only two Partners appointed that year). Between Korn Ferry and Herbert Mines Associates, Hal was a recruiting partner for Butler Capital Corporation, an early Private Equity firm that had a broad portfolio, including many consumer facing businesses.

A native of Oregon, Hal is a graduate of the University of Oregon and Lewis & Clark Law School. He is a member of the Oregon and Connecticut Bars.