



# TOGETHER



**EO ANNUAL  
REPORT**  
FY 2021/2022



Entrepreneurs'  
Organization

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# REFLECTIONS

From our leadership





The full power and potential impact of EO had been awakened, and **together, we grew.**



## MESSAGE FROM **DAVE ANDERSON**

Global Board Chair FY2021/2022

In the depths of the pandemic, it was difficult to imagine what the world would look like when we emerged. There was no clear timeline for each of our chapters and businesses in different parts of the world. For EO, we were tested. Our members across the globe were hit in many tough ways. Our usual avenues of support, of connection, were cut off and locked down. We were forced to find new ways.

EO rose to the challenge. As I took the position of Chair we were transitioning from a time of great uncertainty to a new world order. We found our "new normal", which in entrepreneurial speak means we were back to moving again at speed, adapting and shifting. Challenging and recreating what others consider "normal" is our natural way of thinking. In helping entrepreneurs from every corner of the globe back on their feet, we found our new way forward.

A fellow member-leader said to me that COVID made the future come faster by a magnitude of 10. That was certainly the case for us. EO matured 10 years in two.

It is fortunate that in FY2021/2022, we redefined an organizational purpose statement that aligned so clearly with the post-pandemic mood: moving the world forward by unlocking the full potential of entrepreneurs. And we were given the opportunity to show we were doing it, right there and then. We were living our purpose statement as we wrote it.

EO went from being the most influential community of entrepreneurs—but perhaps more inward-looking—to a more outward-looking organization with the ambitions and means to change the world, ourselves, our families, and our communities for the better.

We always knew that entrepreneurs drive the world's economies, but in FY2021/2022 we helped drive the world's recovery.

I am enormously proud of the way we emerged from the pandemic, refreshed, reengaged and refocused. As the fog of COVID cleared and we began to see each other again in-person, we found a renewed strength in our sense of community. Our network. Our fellowship. We discussed bigger,

bolder ambitions. We witnessed our community in action, helping members, developing new, virtual member experiences and reminding ourselves that we still have the agility to pivot on a dime. The full power and potential impact of EO had been awakened, and together, we grew.

Today, our new purpose statement is our beating heart. Our global impact is second nature and our members are increasingly contributing to society's challenges, wherever they see need. What's more: our purpose statement means different things to different entrepreneurs. EO members do not need to be told how to move the world forward. We all bring unique passions and contributions. To attempt to steer or direct those intentions would be to limit our massive, collective potential as builders and problem solvers. A case in point is the support EO entrepreneurs have given to displaced families fleeing the dreadful war in Ukraine. It has been inspiring to see members offer whatever they can—be it time, transportation, warehouse space or financial resources, beyond their own business hours, to care for other communities.

In hindsight, it is no surprise EO emerged from the pandemic stronger. This community rallies. We run to the fire. We face what is coming head on and we overcome.

I am proud of how we pivoted and invested in you—my friends and fellow members—during my year as your Global Chair. I sincerely hope you seized and continue to seize every opportunity to maximize your return on that investment. I am even more inspired to see where you will take EO in future.

Thank you for the opportunity to serve this great organization.

**Dave Anderson**  
EO Arizona member since 2009



## MESSAGE FROM DEBORAH RAINEY

Interim CEO

At EO we take nothing for granted. Entrepreneurs know more than most that circumstances can change in the blink of an eye and you live life accordingly, alert to the next move. But the disruption of the pandemic, the adoption of 'new normals', this period of immense change with highs and lows, highlighted for me an important facet of our community. That our values endure.

Our values—Together we Grow, Trust and Respect, Think Big, Be Bold, and Thirst for Learning speak to our entire purpose and as we reflect on FY2021/2022, they have a particular pertinence, as this was the year we further socialized them across the global network and began to truly embrace them. Without these values I believe EO's journey through the pandemic would have looked a lot different. These were our North Star and proved to be one of the key threads that held—and continues to hold—our diverse group of entrepreneurs and our rich and varied talents together. They are universal, and they pulled us through.

Everyone has a favorite—I admit to being fond of 'Together we grow'—and each of the values runs through all our members. Regardless of your sector, your experience, or your expertise, these principles connect us and help us identify and empathize with one another. When we come to the table together and put these values into practice, we collaborate, we share, we learn, and we thrive.

I know our values inspire our members but EO is the beneficiary, really. They are what drive us forward as an organization and inform the way we do what we do. During the pandemic, we used our resources to support members struggling, channeling more than 100 percent of your annual membership dues into helping entrepreneurs through an unprecedented time. We reduced our dues, protected and enhanced our learning programme, and launched new products.

We never lose sight of our commitment to you, our members and were grateful for the opportunity to make it easier for many of you to continue on with EO. We know that in turn, you supported each other through the lockdowns, and helped each other get back on your feet. That moved the world forward.

EO does not stand still. We are not bound by previous identities, or titles and experiences, and we are always striving to be the best we can be, for you, for ourselves, and the world we serve.

I am grateful for EO and I consider my position in this community a gift. So, thank you for the opportunity to help EO endure as the high-performing, high-impact organization we all want it to be.



Deborah Rainey  
Interim CEO



When we come to the table together and put these values into practice, we collaborate, we share, we learn, and we thrive.







# WE ARE EO

Our purpose and values





# OUR PURPOSE

To move the world  
forward by unlocking  
the full potential  
of entrepreneurs





# OUR VALUES

## Together We Grow

We are committed to each other's success and well-being. We build deep human connections across rooms, cities, countries and continents. Our community is inclusive and we value diversity. We are from different cultures, religions and backgrounds, but EO binds us together.

**JUNTOS CRECEMOS**  
**JUNTOS CRECEMOS**  
共同成长  
共に成長

## Thirst For Learning

We have an insatiable curiosity. Learning is a big part of why entrepreneurs choose EO. It is through curiosity that we grow and widen our horizons. It's more than a class or a workshop—it is about asking the right questions, trying new things and having curiosity about other members, their life experiences and their perspectives.

**SED DE APRENDIZAJE**  
**SEDE DE APRENDER**  
渴望学习  
学びへの渴望

## Trust And Respect

Each of us is unique and equal. We listen with an open mind and appreciation for different points of view. Through trust and respect we create a space where everyone can be their complete, authentic selves.

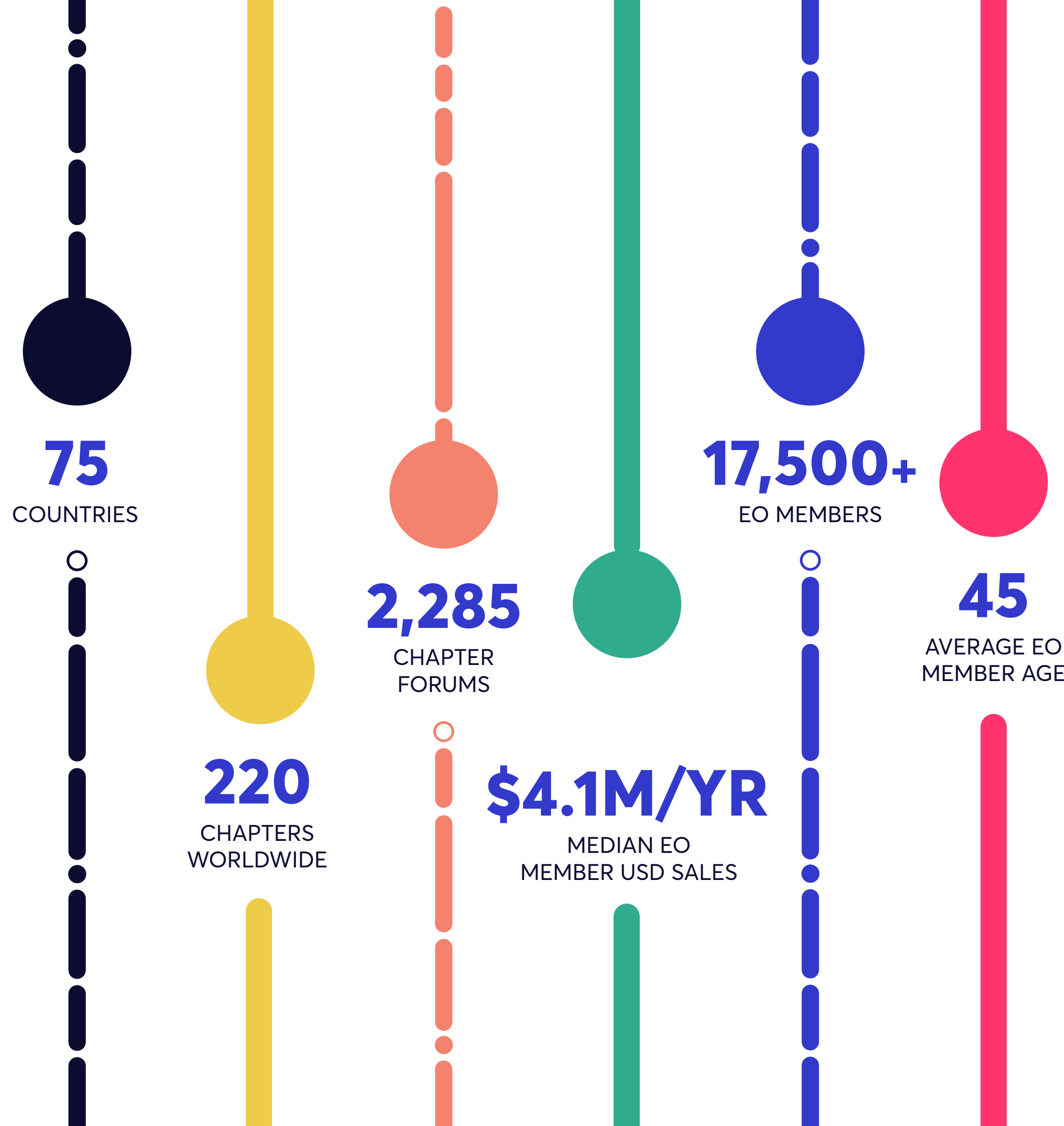
**CONFIANZA Y RESPETO**  
**CONFIANÇA E RESPEITO**  
信任与尊重  
信頼と敬意

## Think Big, Be Bold

We innovate, take risks and see opportunity in a challenge. We want to make the world a better place—for our teams, our families, our communities, and for humankind. We think big, we are bold. We want to make a difference beyond ourselves and we see entrepreneurship as a way to create a better world for all.

**PIENSE EN GRANDE, SEA AUDAZ**  
**PENSE GRANDE, SEJA OUSADO**  
敢想敢做  
大きく考え、大胆に





Entrepreneurship can be a lonely journey. But it does not have to be.

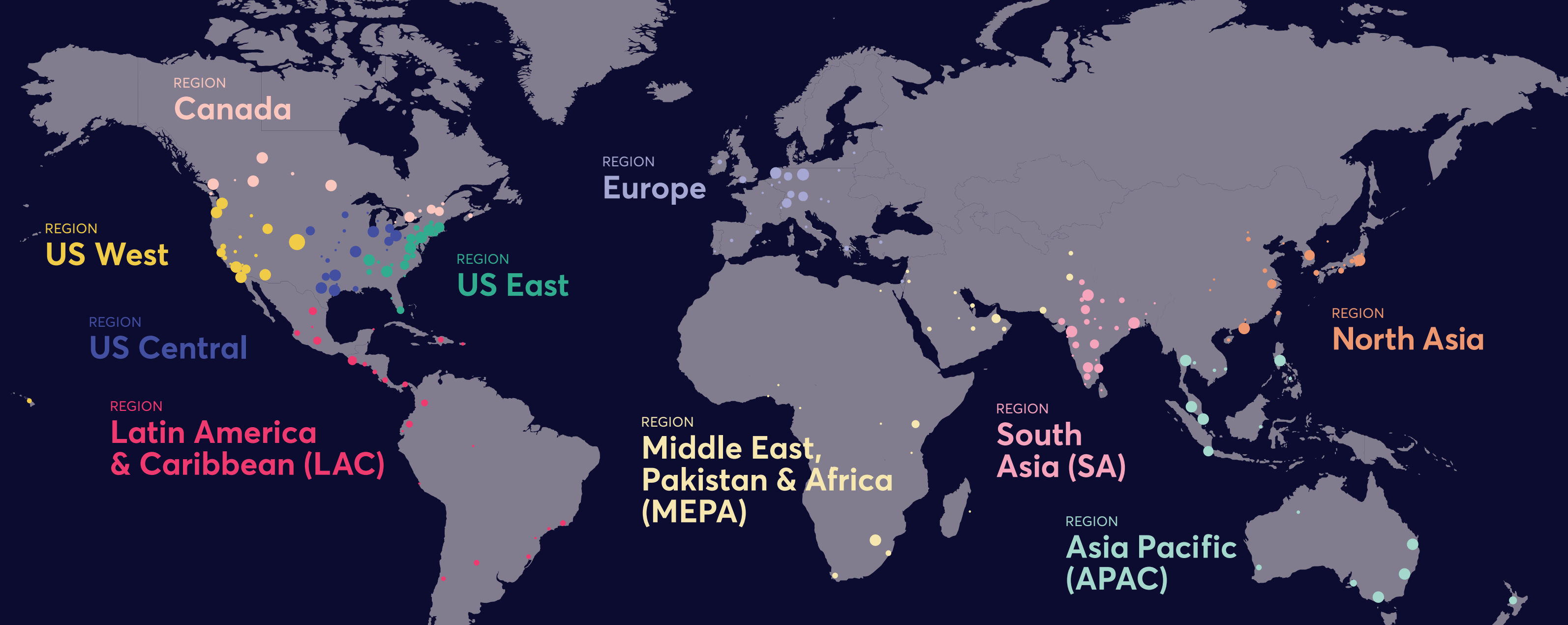
At the Entrepreneurs' Organization (EO), we offer business founders and owners access to a global community of more than 17,500 diverse leaders from every sector in 75+ countries who share personal and business experiences that support each other. As many members describe it: EO is the community in which entrepreneurs find their tribe.

Since our inception in 1987, members of EO have been building a global network that supports the unique needs of the complete entrepreneur—in our work lives, our personal lives, our families' lives, and in our communities. This holistic approach has sustained a growing organization that has withstood—even flourished—during times of seismic change and economic uncertainty, and will continue to do so in the decades to come.

Through being curious, thinking big, being bold and learning together—then giving life to those values in voice and in deed—EO members and the EO network itself have unlimited potential to create positive impact, one conversation and one connection at a time.

*Graph stats as of 31 March, 2023*





REGION  
**Canada**

New Members: 168  
Total members: 1091  
Chapters: 15

REGION  
**US West**

New Members: 325  
Total members: 1850  
Chapters: 19

REGION  
**US Central**

New Members: 371  
Total members: 2152  
Chapters: 24

REGION  
**Europe**

New Members: 308  
Total members: 1964  
Chapters: 24

REGION  
**South Asia**

New Members: 288  
Total members: 2518  
Chapters: 30

REGION  
**North Asia**

New Members: 300  
Total members: 1708  
Chapters: 27

REGION  
**Latin America & Caribbean**

New Members: 211  
Total members: 1487  
Chapters: 22

REGION  
**US East**

New Members: 425  
Total members: 2294  
Chapters: 22

REGION  
**Middle East, Pakistan & Africa**

New Members: 170  
Total members: 1086  
Chapters: 21

REGION  
**Asia Pacific**

New Members: 225  
Total members: 1645  
Chapters: 17





# HIGHLIGHTS

We grew, connected, learned  
We moved the world forward



# WE GREW

## Our membership

### NEW MEMBERS:

FY2021/2022 was the year EO and its members came back together in person, after shutdowns and travel bans from the COVID-19 pandemic. This reconnection served to revitalize the organization so many members hold dear. With that revitalization, the EO member community expanded, bringing new expertise, new experiences and even more diverse knowledge. EO saw its **largest intake yet of new members** this year, with 2,350 entrepreneurs from around the globe joining the network and sharing their journeys. In collaboration with our new members, EO also **surpassed our annual new member target by more than 15%**, bringing in new energy and perspectives.

### RENEWING MEMBERS:

On top of this, more than **92% of existing members renewed their EO memberships**—opting to continue learning, growing and connecting through our expansive, global EO

network. Today, spread across more than 75 countries, there are more than 17,500 EO members, in industries as diverse as manufacturing, real estate, software development, retail, consumables, and financial services (as of 31 March, 2023).

### NEW CHAPTERS LAUNCHED:

The FY2021/2022 year also **welcomed the launch of seven new EO chapters**, taking the local EO experience closer to even more entrepreneurs around the world. While seven represented a slowing rate of chapter growth compared to the prior year, it was not unexpected. Cultivation and recruiting events were severely limited by pandemic restrictions in FY2020/2021. Even so, joining EO in FY2021/2022 were new chapters including: US West Bridge, Okinawa, Guanzhou, Kobe, Hokuriki, Bangkok Metropolitan and Noida.



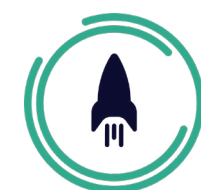
2,350

Highest ever intake of new members



92%

More than 92% renewal rate among existing members



7

Seven new chapters launched





## Our partners

In an environment in which businesses slowly reemerged and fought their way back from the damaging effects of the COVID-19 pandemic, our global partnership development faced unavoidable headwinds. Still, EO successfully forged new relationships and connections across industries and geographies with four new organizational alliances, including: **Trainual, FoundersCard, Blinkist, and WEConnect International**. These partnerships provided EO members access to new learning opportunities that thousands took advantage of, along with new benefits and support for employee training.

Investments in existing partnerships strengthened. EO welcomed leaders from **The World Bank, International Finance Corporation, United Nations, and World Economic Forum (WEF)** to its 2022 Global Leadership Conference, hosting a panel discussion on public-private collaboration. The key takeaway? Civil society must collaborate with entrepreneurs to confront society's large-scale challenges.

Together with partners, EO collaborated with the WEF, the University of Cambridge, and the National University of Singapore in 2021 to conduct research and publish knowledge on the role of Small and Mid-Size Enterprises (SMEs) in supporting economic sustainability and prosperity. The report also emphasized the importance of

'future readiness' for SMEs to be able to adapt to change, while increasing governmental awareness of the importance of SMEs, and offering best practices for a collaborative way forward.

EO also co-hosted eight virtual Impact Day events for our members in FY2021/2022, together with partners from the United Nations Office for Partnerships. These one-hour discussions—focusing on topics such as sustainability, gender equality, women-led VC funding and investment, blockchain for impact, cryptocurrency for social good, and UN Sustainable Development Goals (SDGs) for Business—were designed to help EO entrepreneurs consider meaningful ways to take action in support of achieving ambitious global targets. More than 2,000 EO members tuned in to these discussions, gaining ideas on building momentum toward more sustainable businesses.



[Click here to read the report](#)







The most important things in life are the connections you make with others.

**Tom Ford**

Fashion designer/film producer

# WE CONNECTED

At its core, EO is about forming strong professional and personal connections. EO's network thrives by bringing together business founders and owners to share their diverse wealth of knowledge, experiences, and passions for entrepreneurship, one conversation at a time.

No matter the challenge, disruption or extraordinary circumstance, such as those

experienced during 2020-2021, the one constant has always been EO members' unwavering desire to stay connected with each other. EO events facilitate those connections. Throughout the year, a combination of global, regional and chapter events, as well as EO initiatives such as the Accelerator programme, continued to engage entrepreneurs, irrespective of age and experience.

**120**



Global EO events offered

**218**



Chapter strategy summits  
*most in one year*

**+35%**



Increase in MyEO events

**3,752**



Global, regional, local, and MyEO events

**7,252**

GLC participants  
*in-person and online*



Highest member participation





Really great seeing the EO leadership put so much effort on individual chapters. There is a real connectedness in this and it's inspiring.

Seral Sofi  
EO Riyadh



## Global connections, member growth

Peer-to-peer connection sits at the very heart of the EO member experience. The bonds EO entrepreneurs create with each other, the trust they build, the learning and experiences they share, combine to elevate a diverse collection of individual business leaders into a nurturing, powerful community of peers. Connection is what elevates us.



## Chapter Strategy Summits

To support that learning and growth, the FY2021/2022 year saw the return of EO's popular in-person events, such as the Annual Planning and Mid-Year Strategy Summits. More than half (54%) of the 218 chapter strategy summits (146 annual planning summits and 72 mid-year summits) took place in-person, with 74% of EO chapters holding Strategy Summits during the year. The mix of in-person and virtual summits gave chapters the ability to choose the most constructive format, improving participation and increasing their frequency. As a result, EO chapter boards were able to better align with the organization across

borders, preparing each chapter to develop annual plans for recruiting, learning, alliances and renewals.

Beyond Strategy Summits and more broadly speaking, members across EO had thousands of opportunities to participate in global, regional, local and MyEO events—some 3,752 organized gatherings at full count. 120 of these were global events were fuelled in large part by global member dues, giving EO's community of entrepreneurs the chance to make connections with peers well beyond their individual or even regional circles.



This was the best summit I have been a part in EO to date after three years on the board. I thought the long term topic mixed with the course correction for this year was excellent.

Paul Demarco  
EO Toronto



### MID-YEAR STRATEGY SUMMITS AND ANNUAL PLANNING







## EO Forum experience

Year after year, EO members' consistently rate their Forum experience as one of the top benefits of belonging in the global EO community. In Forum, 8-10 members who have opted to receive training on the unique Forum Mindset—emphasizing confidentiality, vulnerability and personal responsibility—are placed in any one of more than 2,000 Chapter, Bridge or Experience Forums worldwide. These Forums meet in a confidential, judgment-free space that is highly structured and intensely supportive. It is designed to help members go deep in conversation with each other, and draw from the collective wisdom that entrepreneurs have gained and are willing to share. Forum, it is often said, is like having your own Board of Directors on which to lean and learn.

In FY2021/2022, data from the annual Chapter Pulse Survey of 4,423 EO members, revealed what is commonly understood across the network: an overwhelming 84% of those members participating in Forum experience said they either "loved it" (2,564) or "liked it" (1,139). Its Net Promoter Score (NPS) for the year was 49, which is considered "great", and a very healthy indication of member experience. That score soars even higher when focused specifically on members' feedback about EO's Forum Training Programme, which was 74 for the year and considered excellent and best-in-class.



The Forum experience has transformed me as an entrepreneur, person, and leader. Having a peer group to learn and grow together has 10X my life in all aspects.

Cesar Quintero  
EO South Florida



84% 74

EO members that "loved or liked"  
Forum experience

Forum Training Programme NPS



# GLOBAL LEADERSHIP CONFERENCE 2022

## UNLEASH

The Global Leadership Conference (GLC) showcases the best of EO's convening power and learning opportunities on an international stage. It offers member-leaders a highly-curated mix of world-class speakers, structured experience shares, Once-in-a-Lifetime experiences, learn-arounds, and socials that create lasting relationships and opportunities for learning. A global investment in chapter health, EO global dues, in part, made it possible for nearly 1,100 EO member-leaders, Spouse and Life Partners and EO staff from 78 countries to come together to connect, be inspired, and share their experiences—the first such in-person EO gathering of this scale since 2019.

Unique in 2022, EO worked around ongoing travel concerns that many members shared due to the COVID-19 pandemic, by hosting GLC in two separate locations for the first time: Washington, DC and Barcelona. Mindful that many members were not yet comfortable or able to travel internationally, EO applied global membership dues to enable a simultaneous "virtual GLC experience", so that more

members could tune in and learn in real time, from anywhere in the world. It was the first year for a hybrid, simulcast GLC in two locations, an ocean apart.

This multi-channel approach enabled an additional 6,100+ people (EO members and others) to join GLC virtually in real time—making the 2022 GLC audience the largest one to date. Live online chats and Q&A sessions with mainstage speakers drew hundreds of comments as well. In sum total, the 2022 GLC reinforced what we know about EO members' thirst for learning and passion for connecting: neither can be constrained by extenuating circumstances.







78

Countries represented  
*in-person and online*



1,459

Chapter Officers trained



7,252

Participants  
*in-person and online*



91%

Participant satisfaction  
with GLC 2022

High-functioning chapter boards are shaped, not born. Leading other leaders is special skill that many entrepreneurs strive to develop through practice. For a chapter to grow to its full potential, its volunteer board of directors needs the opportunity to learn from peers and predecessors how to effectively operate and serve its members.

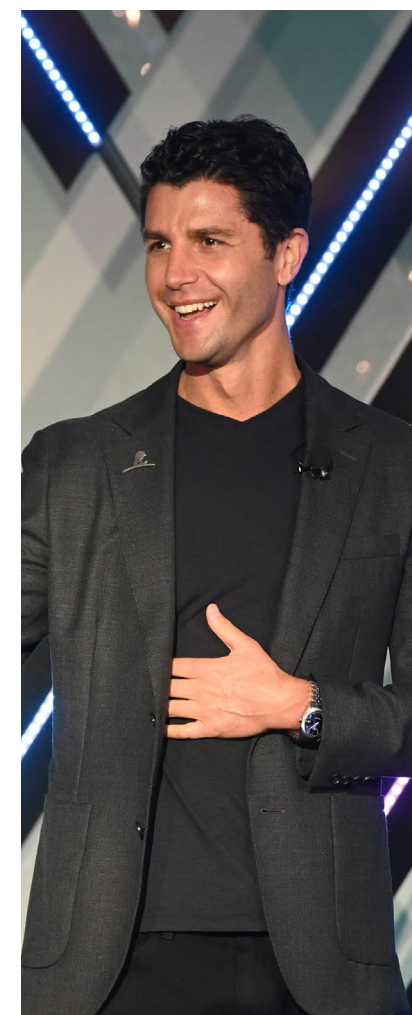
This is why **Chapter Officer Training** (COT) is central to the GLC experience. Presented as a series of member-and expert-led experience shares along a range of specific

learning tracks, EO led 1,459 members through these trainings in 2022, across 13 different subjects. For the first time, Chapter Officer Training for the most well-attended tracks was offered with live, simultaneous translations in Spanish, Brazilian Portuguese, Chinese and Japanese, with sessions recorded, subtitled, and uploaded to the EO Learning Platform in all five EO languages for later viewing. Overall member satisfaction for COT was a strong 86%.



## REGIONAL CONNECTIONS

EO's regional events are highly-produced gatherings by members, for members, and made possible by individuals making the time and financial commitment to attend. The bespoke, multi-day experiences are built around learning, travel and connection, and cater to the distinct preferences and cultural interests of EO's 10 regions. The past year's events were the first post-pandemic, meaning staff and regional committees took on what was essentially a three-year project to catch-up, due to previous events being postponed.





# FY 2021/2022 Regional Events

CANADA

## One Canada

Location: Quebec City  
Theme: The Great Rethink  
Duration: 3 days  
250 members and guests

US EAST

## EO Nerve

Location: Washington, DC, US  
Theme: Clarity  
450 members and guests

US WEST

## EO Alchemy

Location: Lake Tahoe, US  
21 speakers  
11 outdoor adventures

LATIN AMERICA & CARIBBEAN

## EO LACademy

Location: Galapagos Islands  
Theme: Evolution  
130 members and spouses  
12 nationalities represented

US CENTRAL

## EO XCentric

Location: New Orleans, US  
Duration: 3 days  
400 members and SLPs



Excellent event for the place that was magical and unique in the world. The extraordinary speakers and the logistics of the entire event were top notch!

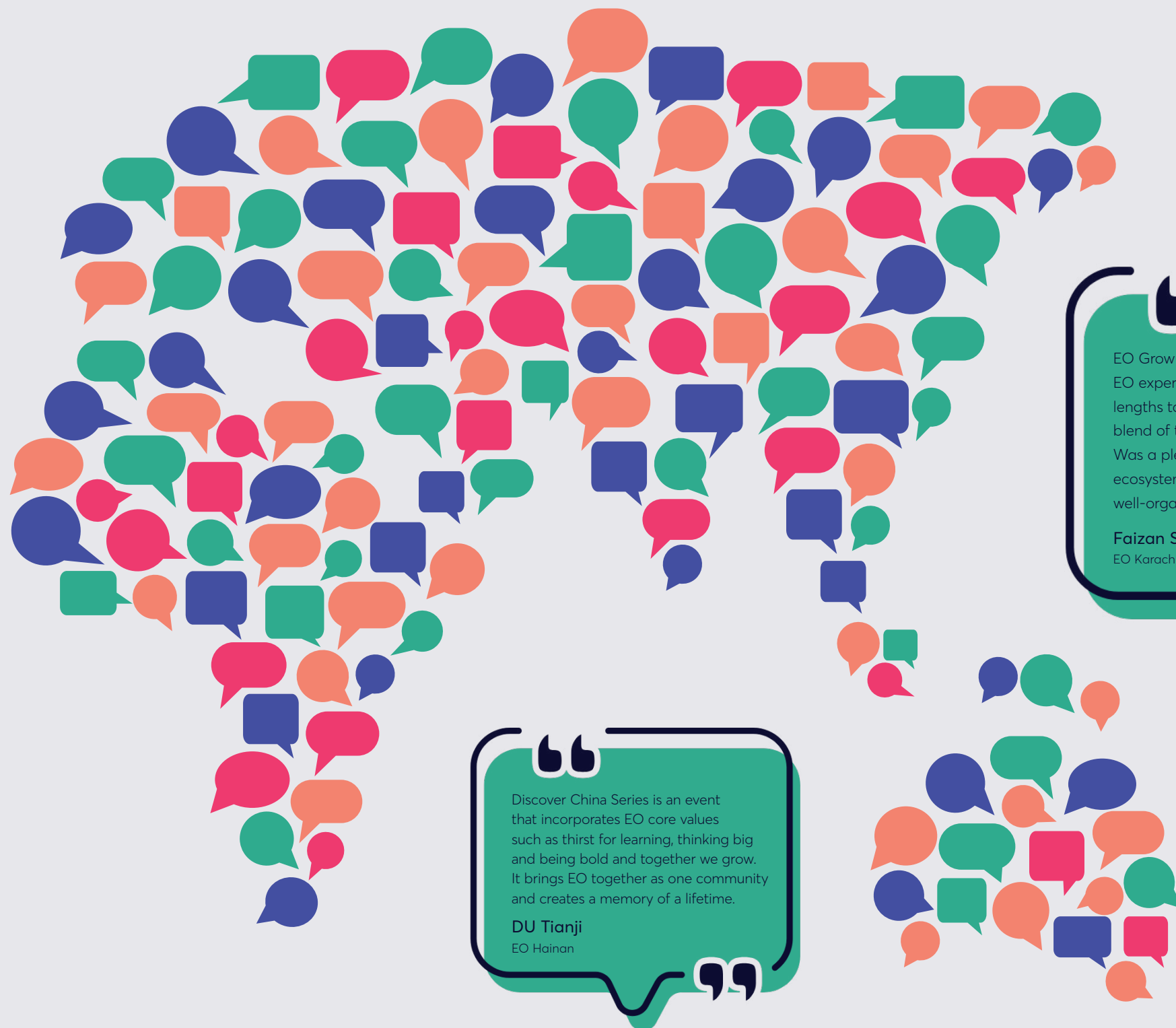
Miriam Herz  
EO Bogota

The thing I loved the most about the event was the theme of Telling Your Story. I am such a believer in how important to not only share our stories but to intentionally go out of your way to learn others stories.

Steven Kanne  
EO Nebraska



# FY 2021/2022 Regional events



Discover China Series is an event that incorporates EO core values such as thirst for learning, thinking big and being bold and together we grow. It brings EO together as one community and creates a memory of a lifetime.

**DU Tianji**  
EO Hainan

EO Grow Cairo was one of the most unique EO experiences where the chapter had gone to lengths to ensure their guests had the perfect blend of traditional and modern Cairo experience. Was a pleasure connecting with the local business ecosystem and visiting heritage sites all within a well-organized schedule.

**Faizan Syed**  
EO Karachi

EUROPE

## **Unlimited**

Location: Santorini, Greece  
Theme: Unleash Your Future Self  
Duration: 2.5 days  
280+ members

SOUTH ASIA

## **EO Spark**

Location: Lucknow, India  
260 members and SLPs

NORTH ASIA

## **Discover China Series**

Location: Haikou, China  
100+ EO entrepreneurs

MIDDLE EAST, PAKISTAN & AFRICA

## **EO Grow**

Location: Cairo, Egypt  
Theme: Decoding the Cycles of Life:  
The Power of Transformation  
100+ members and guests

ASIA PACIFIC

## **EO Ignite**

Location: Hamilton Island, Australia  
140 members and SLPs



## EXPLORATIONS

With the return of in-person events, EO was delighted to bring back experiential learning and connection opportunities through a travel programme called, Explorations. Built for groups of up to 100 EO members to meet, explore a destination together, and immerse themselves in a culture, four Explorations ventured out in FY2021/2022 to Croatia, Iceland and two in Italy—Florence and Venice. Each successful journey stood as a celebration of the return to normality.

Since 2014, EO has designed unforgettable Explorations like these as a way for members to step out of their routines and comfort zones—into an experience that combines adventure with experiential learning in bucket-list destinations. Our FY2021/2022 trips welcomed 253 intrepid EO travellers—members and guests from across the world.

All EO Explorations received extremely high satisfaction scores of over 97% and Net Promoter Scores (NPS) of between 87-100—a testament to the planning, places and people that make these once-in-a-lifetime experiences unforgettable.



“

We learn by example  
and by direct experience  
because there are  
limits to the adequacy  
of verbal instruction.

**Malcolm Gladwell**

Canadian journalist, author  
and public speaker





There is a level of reliable magic on an Exploration that just isn't available with any other product. From the planning, the execution, the awesome attendees, and the little surprises around every corner, the entire experience was curated to perfection.

**Erik Lilla**

EO Nebraska, EO 2021 Croatia Exploration



Once-in-a-lifetime experience combined with being with EO members is pure perfection. It's not only thrilling, it gives time for those one-off conversations that can be game changers in business. I also enjoy the first-class treatment that EO Explorations provide.

**Tina Hamilton**

EO Philadelphia, EO 2022 Iceland Exploration



My thanks really goes to the EO Global team and the local EO Italy team. It was a monstrous task herding so many EO cats around and making it suitable for everybody. I realize a lot of organization, planning and logistics were involved and I am truly grateful for the effort and the wonderful execution.

**John Paul**

EO U.A.E., EO 2022 Italy Exploration



A mind that is stretched by a new experience can never go back to its old dimensions.

**Oliver Wendell Holmes**

American physician, poet and humorist





# MyEO GROUPS AND MyEO EVENTS

FY2021/2022 marked the ninth year for MyEO—the only programme enabling EO entrepreneurs to curate a tailor-made community and member experience that suits their individual business interests and personal passions. We like to say: MyEO gives members the exact member experience they seek.

By helping EO members meet and interact instantly with peers who share their industries and interests across borders, time zones and languages, MyEO allows members to significantly widen their circles in either MyEO Groups or through MyEO Events. MyEO also gives members the opportunity to serve as Champions of initiatives that inspire them, acting as a springboard to member leadership.

Approximately two-thirds, or 57% of EO members seized opportunities to participate in MyEO Events this year, either virtually or in-person—a jump of 6% vs. the year prior. **165 new MyEO Groups were created** from July through June, bringing the wide range of offerings for EO members up to 547 groups by the end of FY2021/2022.

**Premier Groups**, such as MyEO Women and MyEO DealExchange, continued to grow in popularity during FY2021/2022, by providing a trusted and productive space in which to discuss shared interests and business opportunities. More than 6,100 EO members participated in these Premier Groups. MyEO

**Industry Groups** also became the go-to resource for members to find fellowship with owners of similar businesses this year, with 1 in 4 EO members participating. These various Industry Groups provided, for many EO members, a lifeline of support during intense economic challenges.



To me, MyEO is the hidden gem of EO that everyone should know about. It's great to connect and share with other EO members under the umbrella of a shared industry or interest.

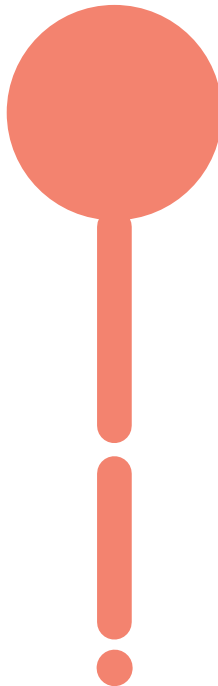
Ryan Flynn  
EO US East Bridge



172  
MyEO CHAPTER  
CHAIRS



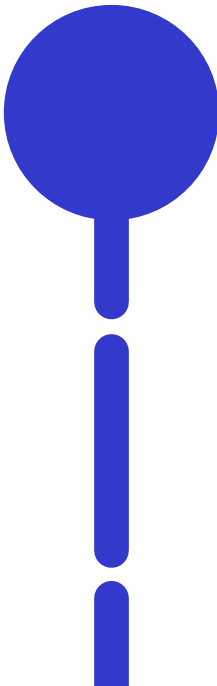
732  
MyEO GROUP  
CHAMPIONS



1,376  
MyEO GROUPS  
AND EVENTS



8,676  
UNIQUE MyEO  
PARTICIPANTS







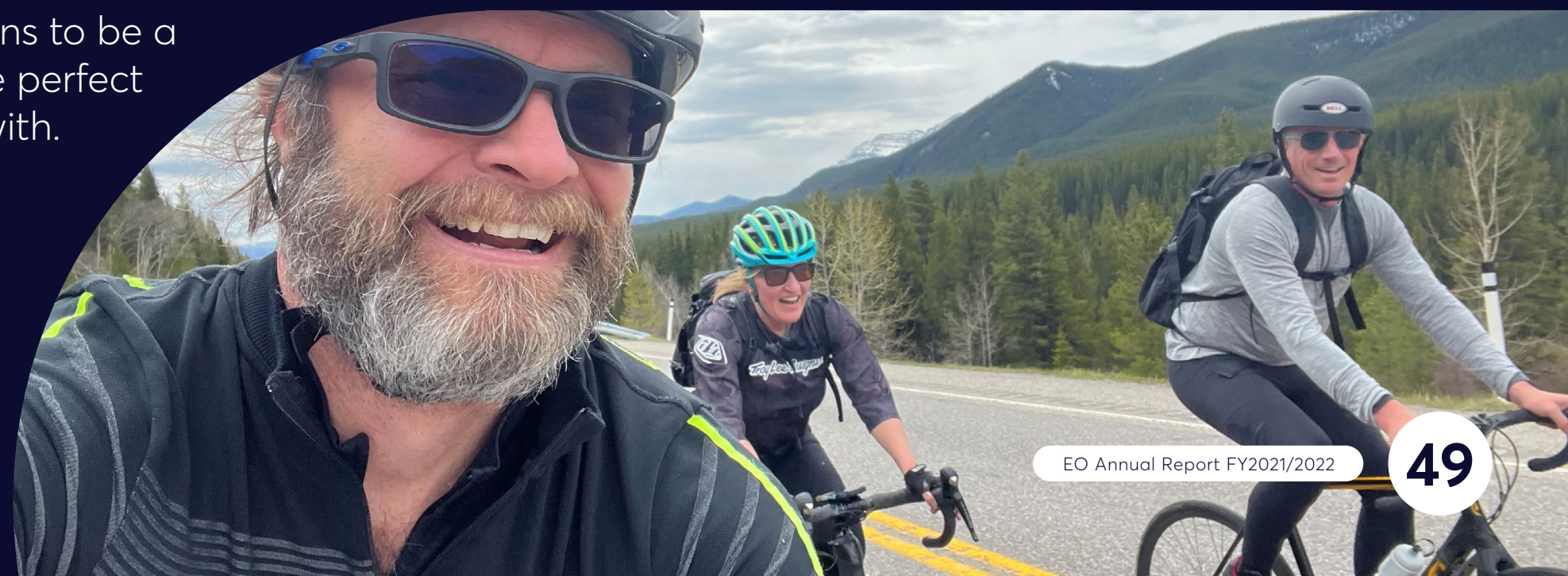
The value of MyEO is even greater as I confront my very specific challenges in the sector my company is following. And among 300 Funders worldwide in the area of Education the experience is fully meeting, if not exceeding, my expectations.

**Kris Wojewodzic**  
EO Poland



My first position on the EO board was MyEO Chair. I can honestly say it was a very rewarding role! I learned so much not only about the MyEO side but also what it means to be a leader. This is the perfect role to start off with.

**Jyoti Pattni**  
EO Tanzania





# WE LEARNED



I came to learn about leadership,  
but I learnt about life.

**Charlie Baik**

EO Korea



Central to EO's mission is its unwavering dedication and commitment to meeting members' lifelong 'Thirst for learning' through a diverse portfolio of educational products and experiences. In programmes such as EO Executive Education, speakers and leadership Academies, and EO's Path of Leadership (POL), members are exposed—in the classroom and outside it—to some of the world's most renowned coaches in business strategy, public speaking and operational excellence. This structured access to various forms of advanced professional development, offered through EO's relationships with premier institutions of higher learning, helps members blend theoretical with practical knowledge, to catalyze their growth and ultimately, learn.

## Leadership Academies

FY2021/2022 delivered an increase in opportunities for EO members to enroll in its popular Leadership Academies, which are offered regionally and globally and offer entrepreneurs access to intense, multi-day, learning experiences in small groups representing

EO's global community. Enrollment not only strengthens entrepreneurs' readiness to perform at the highest levels of business, it creates deep connection and long-lasting bonds between programme graduates. Members often tout their participation in these leadership academies as among their most impactful experiences.

Although relative numbers are small by design, EO delivered a steady increase in member enrollment and enrichment in Global Leadership Academy (GLA) and Regional Leadership Academies (RLA), by +5% in FY2021/2022 compared to the year before COVID (FY2019/2020).

Participant diversity is key, since effective leadership is rooted in the ability to lead mixed teams across multiple geographies, cultures and backgrounds. In FY21/22, we were pleased to see women enrolling in EO Academies in higher numbers than prior years, and even more frequently than men did. More than 25 percent of the Regional Leadership Academy graduates this year were women.



RLAは自身のリーダーシップを客観的に捉える良い機会になりました。また、少人数で特別な体験を過ごし、心から繋がる仲間が出来るのは大きな価値です。

**-他力野 淳**

*(translation):* RLA gave me a wonderful opportunity to look at my own leadership objectively. It was very intimate and special experience with a small group of peers, and that was the greatest value (of being EO member) by connecting sincerely with my peers.

**Jun Tarikino**

EO Kobe



# Virtual Learning

FY2021/2022 saw EO expand its educational offerings through a broader spectrum of digital tools placed conveniently at its members' fingertips. EO's three leading podcasts—**EO 360°**, **EO Wonder Podcast**, and the Spanish-language, **Maestros del Escalamiento**—each attracted new audiences, earning a collective +9% increase in streams since the previous FY.

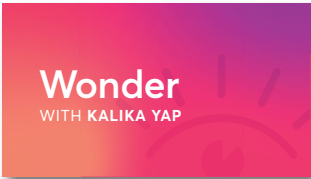
## Podcasts



EO 360°, hosted by EO's own Dave Will (EO Boston), continued to explore entrepreneurship with a wide perspective, featuring in-depth interviews with the likes of Joe Foster, who co-founded Reebok, and Gino Wickman, developer of the widely-used Entrepreneurial Operating System (EOS).



As the first Spanish-language podcast by EO, Daniel Marcos' (EO Austin) podcast, Maestros del Escalamiento, continued to delve into the lives of Latin American CEOs, such as Moises Cohen of Capital Bank Panama, and Andrea Gutierrez of Food Trends in El Salvador, who shared insights on scaling a business.



Hosted by Kalika Yap (EO Los Angeles), EO Wonder Podcast drew in listeners for its insightful and inspiring commentary with leading guest speakers such as Natalie Bell, Owner of Black Girl Existing, and Victoria Jackson, owner of an eponymous cosmetics company and co-founder of Kind Science skincare, with Ellen DeGeneres.

73



Podcast episodes produced

+9%



Growth in podcast audience

260,000+

Podcast streams and downloads



1,952

Members enrolled FY2021/2022



311

Members from APAC Jumpstarting FY2021/2022

## 'Jumpstart' Learning

To further enhance opportunities for virtual learning, EO expanded its exclusive, online challenge, "Jumpstart January", by adding "Jumpstart July". The additional month of programming was designed to help leaders fast-track their development in two 21-day challenges that were complimentary and open to the full EO community for enrollment, including Spouse/Life Partners and adult children, EO staff, Accelerators, and members' teams. Each learning track provided several practical educational opportunities, ranging from coaching sessions to intimate Q&As with participating subject matter experts. Simultaneous interpretation was offered in Chinese and Japanese. 1952 members joined Jumpstart during the FY21/22, with APAC being the region with the highest regional participation (311).

## Nano Learning

Beyond the world of podcasts, in FY2021/2022, EO launched **Nano Learning** as an innovative platform for members who have advanced expertise to inspire each other through short, 'bite-sized', video tutorials. With educational material on a wide range of topics, such as: Pursuing Impact-Driven Entrepreneurship, Strengthening Your Marketing Strategy, Revitalizing Your Well-Being, and Building Winning Teams, (among many others), this user-generated content series puts EO members at the virtual podium to share knowledge with their peers. Featured contributors this year include Professor Nadim Habib, Jeff Hoffman, award-winning global entrepreneur and Dr. Elizabeth Lombardo, to name a few. EO saw immediate, positive up-take of the new platform throughout the year.



6,500

Nano Learning views



40

Content series produced





# Powerhouse Speaker Series

EO continued building on its virtual learning offerings with the **Powerhouse Speakers Series**, connecting members with some of the most high-profile and prolific thinkers, influencers and leaders around the world. Offered as a free benefit exclusively for EO members and moderated by leading EO members themselves, the one-hour conversations give special access to thought leaders and change-makers from a wide mix of industries, and include time for live Q&A.

Powerhouse Speakers this year included well-known luminaries such as Wharton School

professor, bestselling author and organizational psychologist Adam Grant; talk show host and founder of Sun Media Group Yang Lan; past Chief Marketing Officer at Netflix Bozoma Saint John; primatologist and anthropologist Jane Goodall and television personality and ELLE Editor-in-Chief Nina Garcia. More than 5,800 EO members registered and tuned in for these learn-from-anywhere conversations.

Combined, EO's Virtual Learning offerings were viewed and consumed **more than 13,000** times throughout the year, supporting thousands of entrepreneurs.



Over the last 17 years as a member of EO I've been through some great learnings, we learn a lot from the speakers, but I learn most from the people around me, the other members. Nano Learning gives you an opportunity to share your insights with the other members of EO.

**Conor Neill**  
EO Barcelona



**5,800+**  
Members  
Registered



**13,430**  
Member Views



# Path of Leadership (POL)

The EO Path of Leadership is a journey that is available to all EO members as an integrated part of the member experience. Its structure is designed to bring members along a progressive path of influence and leadership, beginning first at the chapter level in local board and chair positions, continuing into broader regional roles, and culminating in global positions such as for EO's Board of Directors and Standing Finance and Governance Committees. Each voluntary role builds upon the prior year's learnings.

In FY2021/2022, EO's POL achieved solid growth, with 374 members volunteering for global and regional positions, a 3% uptick vs. the prior year. More EO members sought out these competitive opportunities as well, with 438 applications submitted, representing a +19% increase from the previous fiscal year. What this growth represents is more EO entrepreneurs demonstrating their willingness to serve EO's mission and their fellow entrepreneurs.



Everybody can  
be great because  
everybody can serve.

Martin Luther King, Jr.

3,104

Member-leaders serving  
in chapter, regional,  
and global roles

20%

Leadership roles filled  
by women



My POL journey has ultimately shaped me into a better wife, mother and business leader for my team and the community I serve. The learnings are rich; the opportunity to collaborate with global peers is boundless and you get to explore the world at specially curated events. Stepping up to serve is the gift that keeps on giving!

Miranda Naiman  
EO Tanzania



I highly, highly recommend stepping into leadership within EO and being able to be able to learn to lead other leaders. It's one thing to lead our employees, it is a whole other ballgame to lead other entrepreneurs.

Katty Douraghy  
EO US Central Bridge Chapter

EO also delivered two complementary offerings to member-leaders in FY2021/2022:

- **Leaders Rising Virtual Series,** to Tier 1 and Tier 2 member-leaders during extended periods of pandemic restrictions
- **EO Leadership Mindset tool,** members what it means to be a leader in the organization.

As a network of business leaders, EO's Path of Leadership remains a fundamental platform of growth, for individuals and EO itself.



Click here  
to learn more





# Executive Education

Executive Education and training programmes at EO provide members with a unique and highly-curated opportunity to reach new levels of mastery and leadership in premier institutions of higher learning. When entrepreneurs are ready to challenge their own assumptions and expand their thinking, EO's Executive Education offerings stand ready to meet that desire.

In FY2021/2022, more than 400 EO members from 137 different chapters enrolled and completed challenging and enriching Executive Education courses, including:

- EO with Harvard Business School: Inspiring Entrepreneurial Strategy
- EO@Wharton: Elevating Finance + Operations
- EO/London Business School Growth Forum
- Three-Year Entrepreneurial Masters Programme
- EO@INSEAD: Leading a High-Performance Culture
- Global Speakers Academy—San Diego and London



400  
EO members enrolled

137  
EO chapters represented

One highlight: For 30+ years, EO's exclusive Entrepreneurial Masters Programme (EMP), hosted at the suburban property of the Massachusetts Institute of Technology (M.I.T.), has lead a highly selective and diverse group of EO members on a three-year journey. The EMP teaches best practices for managing cash flow and maximizing value, while diving deep into leadership styles that will attract top talent and create a strong work culture.

## WHAT GRADUATES ARE SAYING

I'm really good at the marketing and sales part of my business but one thing I was lacking was finance and operations and what better place than Wharton Business School, it's been great to finally obtain some financial clarity. The content is great, the people in the group feel like long life friends.

Angelica Nohra  
EO Sydney



I would definitely recommend the Harvard Business School to any members who are more intuitive leaders rather than structured leaders, I think they did a great job at providing us with frameworks that we can put into our businesses.

David Nilssen  
EO Seattle



You guys did not disappoint. EMP met every single expectation. The content and speakers were absolutely out of this world, the relationships and EOers here are going to next level in their business. It met every single expectation and beyond.

Brad Stevens  
EO Atlanta





# WE MOVED THE WORLD FORWARD

Keeping in mind EO's new organizational Purpose statement: to move the world forward by unlocking the full potential of entrepreneurs, we explore here the EO platforms and initiatives that are developing the entrepreneurs of tomorrow, while activating and attracting a broader range of successful entrepreneurs today.

The members of EO are already moving things forward by building and running businesses that solve problems, create jobs, and grow economies for today's societies, and tomorrow's. By combining efforts, EO members found new ways this year to multiply their impact.



EO Accelerator forces me to step away and take the time to focus on growth... being a part of EO Accelerator sets an example for other African American entrepreneurs—that we can be involved in things that don't look like the traditional things we would be involved in.

**Emma Allen**  
EOA Charlotte

**EO Accelerator Graduates**  
**INCREASE IN GRADUATES**  
*compared to the prior year*



**EO Accelerator Events**  
**5,200 ATTENDEES**



**EO Accelerator**  
**GROWTH IN NEW PARTICIPANTS**  
*compared to the prior year*



## EO Accelerator

Founded in 2005, the EO Accelerator programme offers structured learning for early-stage entrepreneurs who are driven to grow their companies past the US\$1 million per year mark. Once achieved, business owners are eligible to join EO as a full member. But the journey from here to there takes discipline, guidance, support and accountability. EO Accelerator offers participants all of these key ingredients for scaling success through direct learning and access to mentors, leaders, peers and experts.

In FY2021/2022, 86 EO chapters offered Accelerator programmes to business owners in their communities, with member-leaders volunteering to serve as Accelerator Chairs. Learning content focused on the core areas of first-stage businesses, such as strategy, execution, cash and talent. Virtual Learning Days and

Deep Dives into specific topics were popular throughout the year, with EO hosting 326 learning events that welcomed 5,200 Accelerator participants.

EO Accelerator launched two new programmes in FY2021/2022 in Costa Rica and Connecticut, supporting even more early-stage entrepreneurs across the globe, and contributing to EO's membership pipeline. As the programme continues its growth trajectory, the number of participants who 'graduated' from Accelerator by achieving US\$1 million in annual revenue increased as well. Growth in Accelerator participation supports a healthy EO, with revenue from the programme returning to both participants and to the organization, to strengthen member experience.







Apply! Do it now! The worst you'll get is a no. If you're lucky, the competition will teach you to fail faster. And if you do fail, build out your idea some more, and come back. Don't be afraid to share what you're passionate about.

**Joe Knopp**

2022 GSEA Social Impact Prize Winner

## GLOBAL STUDENT ENTREPRENEUR AWARDS BY THE ENTREPRENEURS' ORGANIZATION

In moving the world forward through the power of entrepreneurship, we consider innovators and leaders who will inhabit that future. EO's Global Student Entrepreneur Awards (GSEA) helps find, nurture and showcase young founders and builders of business. The international competition is open to students who own and operate a business while attending college or university—no easy feat—and 2022 marked the 16th year that EO has hosted it. During a year-long nomination, application and presentation process, students learn to present their businesses

to EO members and other luminaries who serve as judges. Then, they compete against each other in a series of chapter-led and national competitions that level up to Global Finals in June.

With 40 countries represented during the FY2021/2022 competition, more than 1,000 student applications received, and nearly US\$90k in prize money awarded by EO, GSEA created positive impact for promising young entrepreneurs around the world.

New this year, EO developed, produced and launched a streaming mini-series on YouTube called, Start it Up, which was designed to bring more storytelling and visibility to the moving journeys of student participants and the GSEA programme itself. During the month of June, the four episodes spotlighted finalists and the eventual winner, attracting more than two million online views.

Entrepreneurial talent can be found in all corners of the globe, but some places face

barriers to accessibility. Through the 'Friends of GSEA', the awards programme provides EO with a platform to further identify and support upstart founders in places where EO chapters do not yet exist.

[Learn more](#)

### GSEA HIGHLIGHTS



**40**  
Countries



**1,000**  
Applicants



**2.7M**  
Video Views





# Women EmpowHER Series

Through EO’s diverse portfolio of global, regional and local member events, we continuously seek ways to enhance learning, connection and more inclusive growth. One such example is the launch of a new, four-part virtual conference that EO hosted during the month of March in 2022 (Women’s History Month). Its goal: to bring more women into conversations about entrepreneurship and membership in EO. The Women EmpowHER Series was conceived by EO women, and hosted by members who moderated discussions with

several female business leaders speaking openly about their personal, family and business challenges.

Nearly 800 women around the world tuned in for this inaugural series, and EO membership chairs built on their participation by nurturing qualified leads—converting some of those leads into EO members. We are building on these results in 2023 and beyond.

[Learn more](#)

# Entrepreneurial Action in Times of Crisis

Entrepreneurs are often the first people to jump into action when their community confronts a crisis. As in prior years, EO members leveraged their business knowledge, experience and deep international networks to provide essential relief and creative solutions across a variety of large-scale emergencies.

**In the Philippines**, Super Typhoon Odette (international name ‘Rai’) smashed through 11 of Philippines’ 17 regions in mid-December, 2021, causing massive destruction and suffering. The event left tens of thousands of people displaced, and millions more homes damaged or destroyed. More than 160 EO members across two local chapters: EO Philippines and EO Philippines South, along with others from across the Asia Pacific region, teamed up to quickly raise US\$200,000 that funded relief kits, and helped rebuild homes for an estimated 50,000 Filipinos in need.



**In Eastern Europe** and beyond, EO members leapt into action after Russia invaded Ukraine, forcing millions of civilian families to seek refuge in neighboring nations—most notably Poland and Romania. EO Poland’s member-leaders secured or donated warehouse space to provide shelter for thousands of refugees crossing into their country. They also volunteered time in these shelters, collecting and distributing thousands of mattresses, blankets, coloring books and backpacks for children, then assembling personal care supplies in Living Kits for weary arrivals. Through their grassroots efforts, and a global [EO Poland Ukraine Fund](#), an estimated US\$1.5m in cash and goods were raised.

Meanwhile, members of EO Detroit launched a MyEO Group called [Real Help for Ukraine](#), which raised another US\$600,000 in cash and in-kind donations that included medical equipment and emergency generators that were sent to Ukraine. Other members with EO Chicago, EO Atlanta, and EO Austin worked their networks to secure additional funds and escape routes for displaced people.

When entrepreneurs unite, anything is possible.



# FINANCIALS

EO's numbers from FY2021/2022



# Revenue

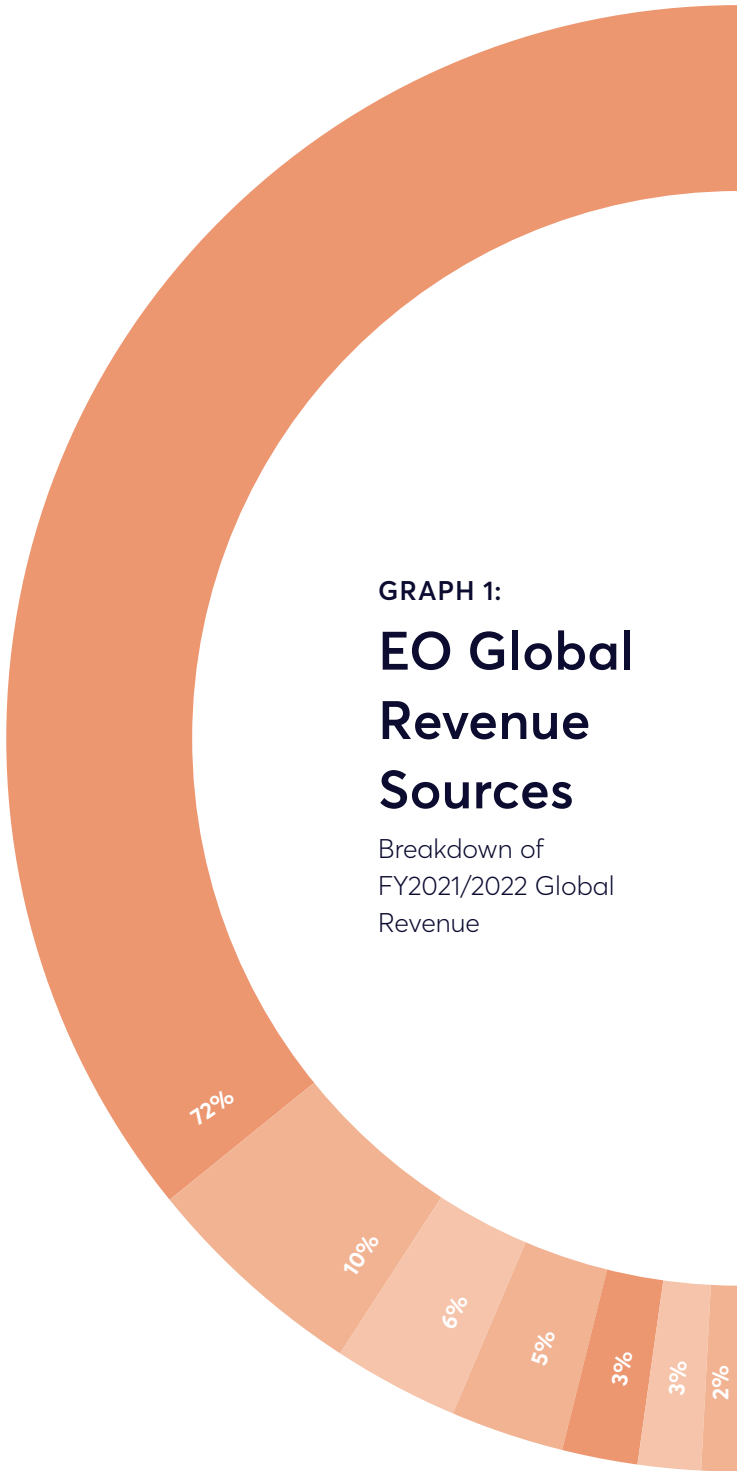
EO's total revenue for FY2021/2022 was \$48,896,410 (compared to \$33,827,274 in FY2200/2021), a more than 44% increase year-over-year. This year, the organization saw a noticeable recovery in revenue earned through membership dues and initiation fees. This was because, in the previous fiscal year, renewing members were offered a discount on their dues, in light of persistent economic strains from the COVID-19 pandemic. The revenue generated by conferences and forums in FY2021/2022 also rose to a more typical, pre-pandemic level—again, as compared to the FY2020/2021 year, during which time in-person learning and training events were severely limited. See table 1 for a full breakdown of EO's revenue.

Table 1: Breakdown of FY2021/2022 Global Revenue

EO GLOBAL SOURCES

Membership Dues	
\$35,446,123	72%
Initiation Fees	
\$5,087,381	10%
Executive Education	
\$2,772,857	6%
Accelerator	
\$2,547,054	5%
Conferences/GLA & RLA	
\$1,466,534	3%
Forum	
\$1,698,500	3%
Other Programmes	
\$939,000	2%
Contributions	
\$213,998	0%
Global Leadership Conference	
\$85,000	0%
Strategy Summits	
\$52,500	0%
Interest & Miscellaneous	
(1,412,537)	-3%

\$48,896,410 100%



# Expenses

During the FY2021/2022 fiscal year, an overwhelming 89% of the global organization's expenditures were toward direct programme services for members—with just 11% dedicated to supporting services. See table 2 for a full breakdown of expenses.

TABLE 2: Breakdown of FY2021/2022 Global Expenditures (including overhead)

EO GLOBAL EXPENSES

Chapter Development	
\$13,157,615	25%
Learning and Leadership	
\$6,563,296	13%
Global Leadership Conference	
\$5,656,866	11%
Information Systems Development	
\$5,116,770	10%
General Administration	
\$5,266,466	9%
Forum	
\$3,694,196	7%
Organizational Leadership	
\$3,268,271	6%
Communications	
\$3,255,747	6%
Executive Education	
2,884,746	6%
Conferences	
\$2,062,366	4%
Business Development	
\$1,441,382	3%
Reserve	
-	0%

\$52,367,722 100%





Allocations of FY2021/2022  
Global Member Dues

\$2,470

To support EO's members and ensure the organization's ability to continue delivering the same opportunities and benefits those members value most, EO—for the second year in a row—dipped into its financial reserves. In FY21/22, the organization withdrew \$3,471,311 from these reserves to ensure a seamless, full programme for members, without raising dues. These funds were mainly used to provide additional support to Regions during the COVID transition, and to pay for Board-designated Innovation Fund projects that promote the development of new programs, services, products or processes that benefit EO members directly and may not otherwise receive budget allocations in a given fiscal year. At the same time, EO expanded its **virtual learning offerings** by introducing the **Nano Learning** series, increasing the number of **Powerhouse Speaker sessions** to 10, facilitating a **virtual experience for Strategy Summits**, and **expanding Jumpstart January to Jumpstart July**, with an additional month of programming to help leaders fast-track their development.



Priority Global Investments in FY2021/2022

Each year, the EO Global Board and Executive Team align on special investments to support strategic areas of focus for member value and organizational health. In FY2021/2022, three priority areas were:

**GLOBAL LEADERSHIP CONFERENCE**  
FY2021/2022 was a key priority for additional allocation of global resources due to the need for two separate, in-person locations, plus the imperative for a simultaneous live-stream experience online to support members who were unable to travel. Additional increases were due to an intentional decision to boost translation and simultaneous interpretation services in all five official EO languages. That meant that EO members who listened to featured guest speakers and went through Chapter Officer Training were able to learn in real-time. In total, EO spent \$4,889,938 to ensure an inclusive and memorable 2022 GLC experience that prepared 1,459 Chapter Officers for board leadership positions in FY2022/2023.

**FUNDS BACK TO REGIONS:**  
In addition to the standard allocation of global revenue back to the regions, the Global Board approved the expenditure of an additional \$1.62M to directly support the 10 EO regions, for unrestricted purposes at their own discretion.

**AGILE FUNDING MODEL (AFM):**  
Prompted by the need to help small and at-risk chapters grow their membership, EO invested \$1,158,053 in FY2021/2022 to continue an Agile Funding Model that launched in 2019. This creative incentive scheme awarded \$1,000 for every new member who joined a participating chapter. Agile funds also provided critical financial support to smaller EO chapters that had lowered their local dues during the economic strains of the COVID pandemic and experienced negative cash flows. By the end of FY2021/2022, there were 140 participating AFM chapters, of which 133 recruited one or more members. Highlight results:

- EO Regions with the highest intake of Agile Funds
- North Asia - 165 new members
  - South Asia - 151 new members
- EO Chapters with the highest intake of Agile Funds
- EO Montreal – 28 new members
  - EO Bangladesh – 20 new members
  - EO Minnesota - 20 new members
  - EO Raleigh Durham - 20 new members
  - EO Tokyo West – 19 new members

Additional financial information, including the organization's Audited Financial Statement for FY2021/2022 and its completed Form 990 for U.S. tax filing purposes, may be [FOUND ON EO'S WEBSITE.](#)





# THE WAY AHEAD

Acknowledgments, letter from our  
FY2021/2022 Chair-Elect, and our  
path forward





Let us unleash our potential and keep moving the world forward, together.



## FINAL THOUGHTS MARC STÖCKLI

Chair-Elect FY2021/2022; Global Board Chair FY2022-2023

All of us at EO have an opinion. We often joke that if you put 10 members in a room, you get 15 opinions. We ask for a lot and strive for the best. We are committed and engaged—and this is what makes us the community we are today.

When I look back on FY2021/2022, it is this passion that stands out in my mind. As Chair-Elect, there was a great sense of anticipation as I intensified my journey from membership to leadership. We were emerging from perhaps one of the most challenging times we had faced as an organization and the focus for EO, and many of your companies, was very much on survival.

But standing still is not survival. To survive we must stretch, adapt and thrive. Entrepreneurs know this better than anyone.

So I devoted my time to the evolution of EO, to moving us forward and reshaping our organization into one reflective of the enormous growth and

progress we have achieved in the last 10 years. When things are going well, as had been the case at EO—we have long enjoyed steady growth—it can be difficult to see the need for change. Some might say: “If it ain’t broke, don’t fix it”—but I wanted us to focus on building a high-performing organization that strives for and achieves true excellence. This way, we will be ready to accelerate EO’s growth and strengthen our resilience in meeting future challenges.

From this seed of intention sprouted our journey into refining EO’s Organizational Design (OD), or more specifically, redesign. We wanted to evolve the way EO works, break down silos, maximize collaboration and efficiencies, and build a framework capable of supporting a community that delivers excellence at scale.

It was not easy. But you—you leaders, builders, owners and changemakers—have all been here before. Risk and change are parts of the entrepreneurial experience; they are aspects of growth we must face boldly and master. And we, EO, began to master them together. We Think Big. Are Bold.

Excitement began to burn away the fog of uncertainty. This is the right thing to do. Before the fiscal year ended, we began to share a broader understanding about the why, the how, and the benefits of this design thinking. What we have today is the start of change and a positive momentum. We are moving towards a cross-functional community, able to collaborate and cohabitate in our most important spaces.

I am filled with enormous pride for EO—and I am eternally grateful for the dedication of my fellow members and our professional staff. We would not be the same community without you all.

Let us unleash our potential and keep moving the world forward, together.

Marc Stöckli

EO Zurich member since 2008



# LEADING THE WAY

EO would not be the impactful organization that it is without the dedicated involvement and service of its member-leaders across chapters, regions and the world. We wish to acknowledge those EO members who served as Global Board Directors, Regional Chairs, Committee Chairs and other positions of leadership across regional councils, committees, expert roles and chapter boards. Most notably this year, we sincerely thank the following:

## Top FY2021-2022 EO Member Leaders

### EO Global Board of Directors

Global Board Chair	David Anderson, EO Arizona
Global Board Chair-Elect	Marc Stöckli, EO Zurich
Global Board Director	Winnie Hart, EO Houston
Global Board Director	Karl Funke, EO LAC Bridge
Global Board Director	Sharan Valiram, EO Malaysia
Global Board Director	Hugo Salinas-Gonzalez, EO Monterrey
Global Board Director	Richard Waller, EO Calgary
Global Board Director	Lynn Anstett, EO Cincinnati
Global Board Director & Standing Finance Committee Chair	Ajay Agarwal, EO Chennai

### Regional Chairs

APAC Regional Chair	Steve Benitez, EO Philippines
Canada Regional Chair	Spencer Sheinin, EO Vancouver
Europe Regional Chair	Chang Ng, EO Netherlands
LAC Regional Chair	Joaquin Cordero, EO Guatemala
MEPA Regional Chair	Khuram Saleem, EO Lahore
North Asia Regional Chair	Tiger Deng, EO Hainan
South Asia Regional Chair	Sanjay Jhunjhunwala, EO Uttar Pradesh
US East Regional Chair	Charles May, EO Nashville
US Central Regional Chair	Kevin Bonfield, EO Dallas
US West Regional Chair	Chuck Bender, EO Seattle

### Committee Chairs

External Engagement Committee Chair	Michael Ross, EO At Large, US Central
Forum Committee Chair	Laird Daubenspeck, EO Cleveland
Global Membership Committee Chair	Karan Bhatia, EO New Delhi
Governance Committee Chair	Jane Bolin, EO South Florida
Leadership Committee Chair	Rom LaPointe, EO Detroit
Learning Committee Chair	David Nilssen, EO Seattle
MyEO Committee Chair	Katty Douraghy, EO San Francisco
Member Engagement Committee Chair	David Myers, EO DC
Global Communications Committee Chair	Christine Lobas, EO Cleveland







We will connect, learn and grow, creating opportunities and positive change not by leaps, but through one conversation, one gathering, and one experience share at a time.

We are the entrepreneurs of EO.

# LOOKING AHEAD

Over the coming years, EO will continue to pursue its purpose of moving the world forward by unlocking the full potential of entrepreneurs. We believe entrepreneurship can and should be a force for progress, and ideally, a force for good. We will challenge each other to become better versions of ourselves—guided by our Core Values of Trust and respect; Thirst for learning; Think big, be bold; Together we grow.

We will welcome back the popular **"EO University"** learning events—paused during the COVID pandemic—with a first return planned for Sydney, Australia in November 2023 and a theme to "Play it forward".

We will focus on executable initiatives aligned to a **Three-Year Strategic Roadmap**, committing to **Simplify and Scale**. In year one, our priorities will aim to:

- (1) **Strengthen and align the member experience** across EO through leadership training and a new member onboarding experience;
- (2) **Raise EO's profile with unified brand strength** and a clear value proposition that is consistent across global and chapter platforms;
- (3) **Cultivate a high-performing organization** through consistency, transparency, data-driven decision-making and more standardized, repeatable processes that help to avoid duplicative efforts.

We will connect, learn and grow, creating opportunities and positive change not by leaps, but through one conversation, one gathering, and one experience share at a time.

We are the entrepreneurs of EO.







# EO ANNUAL REPORT

FY 2021/2022

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