

Philly Biz

Volume 1, Issue 11

Your Community, Your Business

2016 EXECUTIVES OF THE YEAR



11 PROFESSIONALS

MOVING AND SHAKING PHILLY BUSINESS



Making a Difference

The nonprofit organizations bringing hope and promise to the community

Also inside:

Small Business Awards

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consistent, diligent and keep our focus on what's best for the customer, we will succeed in the long run.

What's one piece of advice you would give to other executives?

I would absolutely say to recruit great talent and empower them with accountability. I would also say to make time in their schedules for community service and civic activism. Some of my most rewarding and enlightening experiences as a banker have come from volunteering and I've become a better professional and person as a result of that service.

What do you see as the greatest challenge your industry needs to overcome?

The greatest opportunity and challenge in banking is how to best employ technology to add convenience and simplicity to financial services without becoming detached from our customers as people, who we tend to know very well personally.

FRANCINE FRIEDMAN GRIESING, FOUNDER AND MANAGING MEMBER, GRIESING LAW

Years in the industry: 35

What do you consider your greatest professional accomplishment?

My greatest professional accomplishment was stepping out on my own and opening the doors to Griesing Law almost seven years ago. I take great pride in growing our initial team of three to creating jobs for over 20 people, including attorneys and support staff.



Tell us one thing you've learned that you wish you knew when you started in the industry.

As a young female lawyer, I wish I had known how few women were at the top of the profession and how much of a boys club I was entering in the legal field. When I started as a first-year lawyer at a large New York law firm, the most senior woman lawyer had only four years of experience and all the partners were men. There were not many female lawyer role models in the broader legal community, either, to look to for advice or support. I've learned that differentiating myself and paving my path through building my own relationships and book of business have been crucial to my career success. Taking charge of your career trajectory rather than expecting others to take care of it is the most important advice I give to any professional, especially women, as no one else can do that for you.

What's one piece of advice you would give to other executives?

I believe in the value of taking time for yourself as a business owner. In running my firm, I am constantly juggling various aspects of the business on any given day and I've learned that I cannot best serve the firm and those who work for me if I do not take the time to unwind and unplug. It took most of my career to learn that lesson and I encourage other executives to start earlier than I did.

What do you see as the greatest challenge your industry needs to overcome?

The legal field has been trailing behind other industries when it comes to reshaping their corporate cultures. I strive to create a workplace where people are inspired and engaged to come to work every day. That spans the gamut of items such as offering more flexible work schedules, encouraging professional development and providing positive feedback while not solely relying on billable hours as a measure of value.

JOHN ANDERSON FRY, PRESIDENT, DREXEL UNIVERSITY

Years in industry: 20-plus

What do you consider your greatest professional accomplishment?

That I never get my priorities confused: I am a husband and a father first, and a university president second.

Tell us one thing you've learned that you wish you knew when you started in the industry.

That I would be in a constant battle for time.

What's one piece of advice you would give to other executives?

Take the long view, always. If you're not planning 10 years or more out, you're missing key opportunities to ensure that your organization's future will be secure, with plenty of opportunities for future generations to take advantage of.



What do you see as the greatest challenge your industry needs to overcome?

A college education needs to be powerfully connected to career exploration, preferably through experiential learning like the Drexel cooperative work experience. Higher-ed must prepare graduates for lifelong learning, personal and intellectual growth.



JOHN GRADY, PRESIDENT, PIDC

Years in the industry: 25

What do you consider your greatest professional accomplishment?

The growth and development of the