



A. W. (Pete) Smith, Jr.

Pete Smith is a retired executive with significant governance experience in both the private and public sectors. Mr. Smith now divides his time between serving on corporate and non-profit boards and providing executive compensation consulting services to a broad range of clients, primarily in the non-profit sector.

Mr. Smith spent the majority of his career at Watson Wyatt Worldwide (now Towers Watson), from which he retired as Chairman & Chief Executive Officer in 1999.

In his thirty year career with Watson Wyatt, Mr. Smith consulted in areas ranging from executive compensation and benefits design to global human resources strategy. His clients included major Fortune 100 corporations, start-ups, technology firms, multinationals, professional services firms, family held businesses, and nonprofits.

Mr. Smith joined Wyatt in Boston in 1968 as an executive compensation consultant. In 1985, he was appointed Managing Partner of Wyatt's San Francisco office. He was appointed to the Board of Directors in 1986, as Global Compensation Practice Director in 1987, and as Managing Partner of the Washington, D.C. office (the firm's largest) in 1992. In 1993, he was elected President & CEO. During his tenure, he engineered a major transformation of the firm, strengthening its focus, improving its financial results, and substantially extending its worldwide operations – including combining Wyatt with R. Watson & Sons to form Watson Wyatt Worldwide.

After retiring from Watson Wyatt, Mr. Smith served for four years as CEO of the Private Sector Council, a non-partisan non-profit dedicated to improving the management of the federal government. At PSC, Mr. Smith advised government officials at the highest levels on a variety of management, governance, and financial issues. While at PSC, Mr. Smith also spent a month in Baghdad advising U.S. and Iraqi officials on the design of Iraqi civil service programs.

A graduate of Harvard and a certified member of the National Association of Corporate Directors, Mr. Smith currently serves on the Boards of Alliance Bernstein, Addx Corporation, Celerant Consulting Government Services, and the Community Foundation of the National Capital Area. He previously served on the Board of the Mid-Atlantic Permanente Medical Group. Active in civic affairs, he has chaired the Board of Directors of the Association of Management Consulting Firms and the National Rehabilitation Hospital, is past Vice Chair of the Nonprofit Roundtable of Greater Washington and the Washington Performing Arts Society, and served as a Trustee of American University. He also was a member of the Independent Review Committee evaluating governance problems at the Smithsonian Institution.

More information can be found at [www.petesmithconsulting.com](http://www.petesmithconsulting.com) and on Mr. Smith's blog, [Nonprofit Musings](#).