

# Margaret Georgiadis

## Biography

### Educational Background

Ms. Georgiadis graduated from Harvard University in 1986 with a bachelor's degree in [economics](#), and she subsequently earned a [Master's of Business Administration](#) from Harvard Business School in 1990.

### Professional History

Ms. Georgiadis has previously been employed as a Partner at [McKinsey and Company](#) from 1990 to 2004. From 2004 to 2008, she served as the Executive Vice President of Card Products and the Chief Marketing Officer at [Discover Financial Services](#). Following a brief tenure at [Synetro Capital](#), where she led "consumer-related investment efforts," Ms. Georgiadis was employed as the Vice President of Global Sales for [Google, Inc.](#), from 2009 to 2011. She was the Chief Operating Officer at [Groupon](#) for approximately [six months](#) in 2011, at which time she left Groupon to serve as the President of [Google \(Americas\)](#) for over five years. Ms. Georgiadis became the Chief Executive Officer of [Mattel](#) after resigning her position at Google, Inc., in [February 2017](#). She currently works primarily from Mattel's Los Angeles corporate office.

In addition to her current position at CEO of Mattel, Ms. Georgiadis is a member of the Board of Directors at [McDonald's Corporation](#) and [Amyris](#). She previously served on the Board of Directors at [The Jones Group](#) from 2009 to 2014. We could not determine if Ms. Georgiadis's service on corporate Boards of Directors is motivated by personal interest in the company and/or predominantly business considerations, but this may be a topic of interest for your interview with her.

### Personal Information

Ms. Georgiadis, whose nickname is "[Margo](#)," was raised in [Chicago](#). She is married to [Pantelis "Pete" Georgiadis](#), who is the founder and Chief Executive Officer of [Synetro Group](#). The couple have [three children](#), and Ms. Georgiadis has spoken extensively on the need to maintain [work-life balance](#) with respect to balancing her career with the needs of her family, stating, "[I work incredibly hard](#) when I'm at the office, but I'm very good about making sure I take my vacations and get home to do things with my family."

As both Ms. Georgiadis and her husband have amassed incredible personal success in the financial services industry, it might be of some interest to determine if their children have verbalized any intent to follow the same career trajectory.

### **Perceptions within the Industry**

Ms. Georgiadis is currently [one of 27](#) female leaders of Fortune 500 countries, and she is only the [second female](#) Chief Executive Officer at Mattel. In [2013](#), Ms. Georgiadis was ranked by Fortune as one of the eight "Next Most Powerful Women in Tech." This ranking coincided with her tenure as President of Google (Americas), where her geographic domain represented over [45% of all company revenue](#) during the [first six months of 2013](#), for a total of [\\$28.1 billion](#). When Ms. Georgiadis resigned her position as Chief Operating Officer at Groupon, she forfeited a compensation package estimated at [\\$24 million](#).

Ms. Georgiadis's acceptance of the Chief Executive Officer role at Mattel is viewed by industry insiders as remarkable, as a substantial portion of female executives are [exiting financial services](#), rather than pursuing a challenging position at Mattel, which has suffered some [high-profile setbacks](#) in recent years.

### **Personality**

In conducting a press search of Ms. Georgiadis, my colleagues and I gained the impression that she is universally respected within the financial services industry, as the news articles we reviewed were laudatory in their reporting. Ms. Georgiadis has an energetic, [extroverted](#) personality, and it is indicative of an overall positive attitude that she reports [she loves every job](#) she has ever had.

Ms. Georgiadis has demonstrated a passionate interest in [inspiring young girls](#) to pursue careers in STEM industries, as a result of her own experience as a child with her parents encouraging her in this career path. Her prior philanthropic collaborations include [Girls 4 Science](#) and [Made with Code](#). As Girls 4 Science is located in [Chicago](#), and Made with Code is affiliated with [Google](#), it may be useful during your interview with Ms. Georgiadis to determine if she maintains these affiliations since relocating from Chicago and resigning from Google, and/or if she has since developed subsequent charitable interests. Additionally, we did not identify any STEM projects for girls that Ms. Georgiadis has initiated for Mattel to sponsor, so this may be an additional topic of interest during your interview with her.

## Leadership Style

Ms. Georgiadis believes that employees do not leave a company; [they leave a manager](#) who failed to provide appropriate leadership. Overall, she believes leaders must present themselves as [authentic and honest](#), and every encounter with employees must [generate positive energy](#) instead of excessive criticism. She strongly supports [evaluating the metrics](#) given to employees in order to stimulate them to consider if they are truly making progress.

As a leader, Ms. Georgiadis believes in focusing on [two to three](#) important issues and allowing less significant concerns to fall to the wayside. She is excited by the speed with which businesses are developing, both on a [global and technological scale](#), and she believes this speed generates [useful discomfort](#) for employees. For example, she speaks about "[10x thinking](#)," noting, "If you choose to think about only changing something 10%, it's not as impactful as if you think 10 TIMES larger - this will lead to greater success."