



Tania Binder is a partner and board advisor at Spencer Stuart, a global leadership consulting firm. She has more than two decades of experience advising boards and CEOs of global technology, software and consumer companies on leadership, governance and succession. She has a particular focus on leadership teams responsible for driving transformation and growth.

Tania brings a global perspective, having lived and worked across the United States and Europe. She has been deeply involved in numerous cross-border board and C-suite appointments, advising public and private company boards on composition, skills evolution, and long-term governance needs. Her work spans listed companies, private equity-backed businesses and founder-led organizations.

Tania is an active mentor and advocate for advancing women into board and senior leadership roles. She regularly supports first-time board candidates in clarifying their value proposition, building credible board pathways, and navigating the realities of modern board service. She has contributed to global research and thought leadership on board composition, director succession, and diversity in governance.

Tania is passionate about the role boards play in shaping resilient organizations and believes diverse perspectives are essential to effective oversight and sustainable performance. She holds a longstanding commitment to supporting women who aspire to board service, both locally and globally.