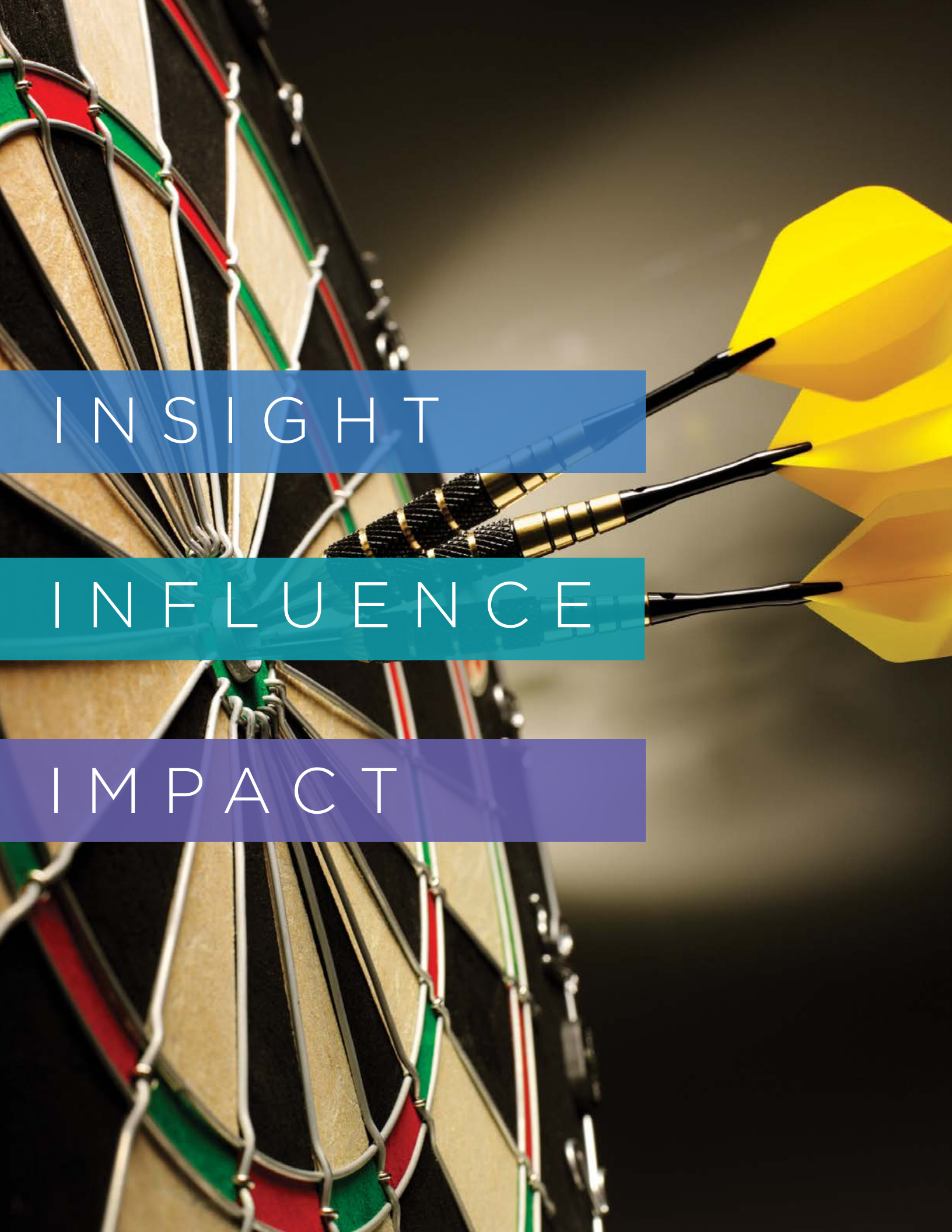




We Cultivate Top Talent



GROUP™
Executive Leadership Impact



INSIGHT

INFLUENCE

IMPACT

We are a strategic and practical partner for our human resource clients and those we serve within their organizations. Our expertise is cultivating top talent through executive coaching and custom-designed leadership programs for companies in a variety of industries. We also offer year-long leadership program opportunities to build leadership capability for women representing different companies and industries.

Motivating teams and inspiring others are hallmarks of good leadership. At the ELI Group, we help corporate leaders hone these traits and apply insights within their organizations to achieve influence and impact.

We Do It Differently

At the ELI Group, we are a boutique firm by design. Our clients get the expertise of a larger firm with the personal attention of our principals. We have a proven ability to build rapport and trust quickly within organizations allowing us to engage your senior leaders with leadership guidance focused on desired impact, insight and influence within your company. Focusing on relationship and desired impact versus the process or the product garners results. We help corporate leaders develop actionable strategies for success in areas important to move their teams and the company farther.

Accountability for Behavior Change

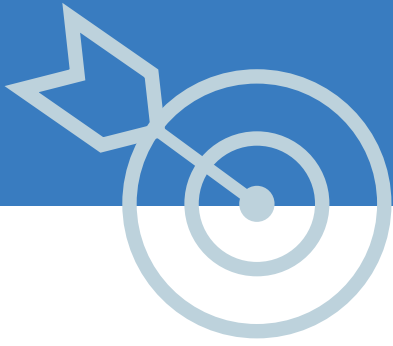
Our coaching methods and leadership development programs foster accountability for behavior change. We ensure a shared commitment to objectives aligned with the organization and desired results. Working with our clients, we create an environment which encourages authentic dialogue on the application of learning in practical and meaningful ways.

Long-term Commitment

We take pride in maintaining long-term relationships with our clients through our professional networks for continuous development.

Let us show you how we can help you enhance leadership influence and impact to develop current and future leaders for success. For more information, visit www.theELIgroup.com.





Executive Coaching

Cultivating effective leaders is an investment in your company's current and future success

The ELI Group specializes in Executive Coaching for senior executives. Our expertise and approach to fostering accountability for behavior change is what makes our coaching programs successful.

We have a proven ability to build trust and rapport quickly both with executives and within organizations. This allows us to provide executives with solutions and tools to help them increase influence and impact, thereby ultimately become more effective leaders.

We design custom programs for the unique needs of each executive that involve the following framework:

- **Meet one-on-one:** Establish rapport and review coaching goals and objectives with the executive.
- **Conduct 360-feedback interviews:** Compile responses into a summary report.
- **Facilitate a meeting between the individual and their manager (and HR if appropriate):** Align expectations about the coaching process and set clearly defined goals and objectives.
- **Conduct one-on-one coaching conversations:** Held in person or virtually every 2-3 weeks. Available for phone/email interactions as frequently as necessary.
- **Facilitate status updates and meetings between the executive and their manager (and HR if appropriate):** Ensure progress is being made toward goals and create a sense of accountability. This occurs at the mid-point and conclusion of the coaching engagement.





Top Talent Programs

Developing top talent is vital to the success of organizations

While there are common tenets and core building blocks in leadership development, every organization has its unique needs and corporate culture. The ELI Group integrates all these needs into customized top talent programs designed to equip your rising leaders with insight and influence to help them make an immediate impact within the organization.

With the ELI Group, you get the expertise of a larger firm with the personal attention of our principals who work side-by-side with you and your team to develop solutions-based programs and experiential tools.

From inception to delivery, our principals are there with you and your top talent. We have the ability to build trust and rapport quickly within your organization so that we become an extension of your team while bringing objective viewpoints and insights to participants and to you.

Our customized programs are based on our proprietary Full-TILT™ Leadership model that focuses on Talent, Influence, Language and Trends.





Leadership Labs

Fostering leadership development and networking for women

The ELI Group Leadership Lab for Women is a development program designed to build leadership capability, enhance professional influence, and foster accountability for behavior change.

The Leadership Lab is built on our exclusive Full-TILT™ Leadership Model that focuses on four distinct areas: Talent, Influence, Language and Trends. Through interactive workshop-based learning and one-on-one coaching, we provide senior-level women with relevant skills and practical tools to help set them up for success.

Each Lab has a select group of 10-to-12 female leaders from a variety of organizations who remain together for the program year. This creates an ideal peer-mentoring group focused on strategic leadership issues. Over the course of the year, the group develops a unique comradery for sharing challenges and best practices while gaining a deeper understanding of each other and themselves.

To ensure long-term leadership development, participants are eligible for inclusion in Professional Opportunities for Development (POD) sessions, which is a development opportunity for all Leadership Lab alumnae.





Andrea B. Mayfield

Principal and co-founder of the ELI Group, Andrea Mayfield is a master at bringing the best out of senior leaders. She provides solutions-oriented executive coaching and top talent programs to help her clients achieve excellence.

Andrea is a nationally sought-after executive coach, consultant and keynote speaker on the topics of leadership impact, organizational culture and building a collaborative workplace. She co-authored *The Thin Book of® Naming Elephants* which was written to illustrate the need for organizations to create candid dialogue which leverages good ideas and airs bad news.



Christina D. Williams, Ph.D.

As a principal and co-founder of the ELI Group, Christina D. Williams, Ph.D. helps senior executives develop the leadership skills and qualities to put them on the path to success within their organizations. With her global perspective in

a wide variety of industries, Dr. Williams is a recognized expert in organizational effectiveness and a thought leader for major media including *The Wall Street Journal*, *Harvard Management Update* and *MSN Marketing Intelligence*.



www.theELIgroup.com

