



## We guide leaders to get clear, get moving and get results

The Claros Group organizational consultants are experienced strategists, leadership coaches, and expert facilitators. We partner with leaders to help clarify goals, map a course of action, and stay focused on achieving results. We have a track record of moving organizations from good to great. We chose the name **Claros Group** because it symbolizes clarity and positive energy, essential ingredients for creating effective change.



Gail Ginder



Sharon Keating



Laura Peck

### Clients

(a partial list)

California Department of Education

California Primary Care Association

Environmental Defense Fund  
Evelyn & Walter Haas, Jr. Fund

GlaxoSmithKline

Humana, Inc.

Kaiser Permanente

National Association of Boards of Pharmacy

New York Academy of Medicine

Public Advocates, Inc.

Public Policy Institute of California

San Francisco Aids Foundation

The Ken Blanchard Companies

The William and Flora Hewlett Foundation

University of Arizona, Program of Integrative Medicine

University of California

### What We Do

**Consulting Services** ≈ Today's diverse communities and organizations face complex and unpredictable challenges. We help people think well together and move in the same direction.

#### Where we've made a difference:

- ≈ Advising executive leaders who want to create a great place to work and build a culture of ownership, engagement and mutual respect
- ≈ Developing leadership teams that have a clear purpose, shared strategic direction, prioritized goals and an agreed-upon set of operating principles
- ≈ Guiding entrepreneurial companies through rapid growth

**Facilitation** ≈ Transforming our organizations and communities becomes possible when we sit down together and talk things through: bringing all relevant parties to the table, focusing on critical issues, and continuously building the capacity for conversation. We design lively and productive work sessions that generate breakthroughs in understanding and performance.

#### Where we've made a difference:

- ≈ Designing meetings that everyone considers a valuable use of their time
- ≈ Working with communities to find common ground as they create their future

**Leadership Coaching** ≈ Leaders foster success. They articulate a vision, collaborate effectively, and bring out the best in others. We build leadership talent by linking business strategy, organizational culture and people skills.

#### Where we've made a difference:

- ≈ Accelerating the growth of future leaders – those recently hired, promoted or given expanded responsibilities
- ≈ Coaching professionals to manage and lead others

### What We Bring

**Breadth and Depth** ≈ Seasoned professionals, we have each worked in the corporate, business, and public-benefit sectors. Our clients count on us to think with them, to challenge their certainty, and to facilitate productive collaboration. We use straight talk and humor to get to what is essential.

**Flexibility and Innovation** ≈ We understand the need to respond to new insights and information and make adjustments that improve outcomes. We continually look for the best practices to improve business performance.

**Passion and Rigor** ≈ We are committed to helping you achieve exactly what you want in work and life. We are passionate about providing rigorous, ethical and results-oriented services.

### Contact Claros Group

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