



WE DELIVER RESULTS YOU CARE ABOUT

Leaders gain simple and elegant strategies to address business and personal challenges.

- Organizations build an engaged and committed workforce
- Professionals master these leadership essentials: articulating vision, mapping strategy, managing performance, and leading productive meetings
- Work teams are revitalized, learning while delivering great results
- Groups deal with conflict and diversity in productive ways
- Businesses retain and develop their best people

WHAT WE DO BEST

Leadership Coaching

We form results-oriented partnerships in which leaders gain new tools, a flexible repertoire of effective practices, and accountability for change. Coaching addresses the tough issues leaders are confronting, enhancing individual efficacy and organizational effectiveness. Our clients include CEO's, Executive Directors, Board Chairs, physician leaders, senior managers, business owners, social entrepreneurs, and leadership teams:

- Individuals identified as future leaders, recently hired or promoted
- Team leaders charged with achieving significant organizational goals
- Persons who want to enhance their interpersonal or communication skills
- Anyone who wants a partner whose only job is to help them succeed

Organizational Consulting

We frame and facilitate tough conversations so that people find common ground and develop strategies they believe in. We work with clients to:

- Design sustainable and resilient workplaces
- Create high-performing workgroups
- Facilitate breakthrough meetings and powerful conversations

Customized Training

In a constantly changing environment, organizations must remain responsive, adaptive, and focused. We help clients gain the competencies needed to thrive, then provide training and follow up coaching so that learning is applied. Our practical, lively, interactive workshops include:

- Interpersonal Communication: Clear, Crisp, and Confident
- Facilitating Group Interactions: Conversations That Matter
- Selection: Getting The Right People On Board
- Coaching Skills For Managers: Bringing Out the Best in Yourself and Others
- Delivering Feedback: What You Say Isn't Always What They Hear

WHAT YOU CAN EXPECT FROM US

Our clients value the skillful and respectful way we engage with them and their organizations to make things happen.

Committed to Your Success

We have a track record of moving leaders and their organizations from good to great. We hold ourselves accountable for achieving results and for building the capacity of our clients to thrive.

Responsive and Flexible

We recognize that every individual and every organization is different. Therefore, we customize our services to fit the goals and needs of each client.

Innovative

We continually refresh our repertoire of tools and practices, applying them to new challenges. Our clients count on us to think with them, to challenge their assumptions, and to facilitate productive collaboration.

ORGANIZATIONS WE HAVE WORKED WITH: PARTIAL CLIENT LIST

Kaiser Permanente

University of California

GlaxoSmithKline

Cisco Systems

Adobe Systems

National Basketball Players Association

Community Foundation Sonoma County

San Francisco AIDS Foundation

Conner, Lawrence, Rodney, and Gurney, Law Firm

LifeMasters Supported SelfCare

National Associations of Boards of Pharmacy

Seghesio Family Vineyards and Winery

California Primary Care Association

Sonoma County Department of Health Services

Alameda County Public Health

La France & Associates, LLC

THE BOTTOM LINE

Claros Group consultants help you master the skills and behaviors required to lead effective and adaptive organizations.

PRINCIPALS

We are seasoned consultants, each with more than twenty years of successful consulting, coaching, and training experience. We know organizations. We know strategy. We know people. We are all located in the San Francisco Bay area and work individually or as a team, depending on client need.

GAIL GINDER

Gail specializes in coaching executives and professionals in leadership roles, consulting to senior leaders on change-management strategies, and facilitating the development of high-performing teams. Clients value her skillful and empathic listening, her no-nonsense style, and her ability to pinpoint issues with an eagle eye. Gail has held executive leadership positions in community-based organizations and university settings and played senior consulting roles for Kaiser Permanente and GlaxoSmithKline's Pathway Evaluation Program, an international career planning program for physicians and other health professionals. She has dual Masters degrees in Counseling and Public Health and is a Master Certified Coach. In addition to the Claros Group, Gail is an executive coach for the Ken Blanchard companies.

SHARON KEATING

Sharon partners with professionals, organizational leaders, business owners, and project work groups to develop simple, elegant, and effective strategies to address specific situations and enhance their leadership and interpersonal skills. She has designed meetings critical to business success and orchestrated complex change efforts. Sharon is recognized for her expertise in facilitating leadership teams and large multi-disciplinary groups of 50-500. Clients value her insight, thoughtful counsel, and uncanny ability to ask the right questions at the right time, prompting insight and mobilizing action. Sharon was the internal organization development specialist for Kaiser Permanente, Santa Rosa for eight years. She has a Masters degree in Organization Development from Sonoma State University and is a Certified Master Practitioner of Neurolinguistic Programming (NLP).

LAURA PECK

Laura lives her belief in the power of questions and conversations to generate new possibilities. She helps groups think well together, coaching innovators in healthcare, education, and youth development to articulate their goals, move forward, and learn from experience. Laura is a strategist and master facilitator; she designs collaborative planning efforts and "re-models" organizations that have outgrown traditional ways of operating. Clients and colleagues value her rigor, flexibility, clarity, and humor. Laura earned a Masters degree from UC Berkeley School of Public Health and completed the Columbia-University of Michigan Advanced Human Resources and Organizational Development Program. Parenting and yoga keep her humble and healthy.

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