

Let's Talk

I've spent over two decades building high-performing teams and advising investors across industries. If you're serious about turning human potential into enterprise value, let's start a conversation.

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As your company scales, **people challenges can slow growth**, drain resources, and derail success. Here's what I solve:

- **Leadership Gaps & Talent Risk:** Ensure you have the right leaders in place to drive growth.
- **Inefficient HR Systems:** Streamline HR processes to save time and reduce overhead.
- **Misaligned Performance:** Align teams with clear goals to maintain accountability and momentum.

I work with CEOs and CFOs **to build HR strategies that fuel growth:**

- **People Due Diligence:** Assess leadership strength, cultural fit, and talent risks to ensure your team is ready to scale.
- **Performance & Operating Models:** Create frameworks that align teams and drive sustained momentum.
- **Leadership & Culture:** Coach executives and design cultures that retain top talent, leading to 40% faster time-to-productivity and higher engagement.

I help you optimize HR functions and position your company for long-term success.

HR Solutions

Turn HR from a cost center into a profit driver.

- **People & Culture Strategy:** Define purpose, values, and employee value propositions that attract and keep top talent.
- **Performance & Operating Models:** Create performance frameworks that align teams and individuals with growth goals and drive accountability.
- **Talent & Employer Brand:** Craft recruitment and onboarding processes that improve candidate quality and successful hires.
- **Systems & Processes:** Select, implement, and streamline HR tech and workflows; our clients save hundreds of hours a year in admin time.
- **Compliance & Risk:** Develop policies and training that mitigate legal exposure so you can scale with confidence.

Leadership & Team Development

Give leaders and teams the tools to excel.

- **Everything DiSC® Suite:** Research-validated assessments with **97% satisfaction and 90%+ accuracy** that improve communication and collaboration.
- **The Five Behaviors®:** **89% of participants report improved team effectiveness;** the program builds trust, healthy conflict, commitment, accountability, and results.
- **Coaching:** One-to-one and cohort-based coaching for leaders at all levels. **99% of coaching clients are satisfied, with a median ROI of 7x.**
- **Custom Development Solutions:** Tailored leadership and team development programs that address specific business challenges.