



Carol Segrave, Md.E

President, Segrave & Associates

Carol Segrave is one of Organizational Development's most respected experts on leadership development, executive coaching, team building and entrepreneurship. As president of Segrave & Associates, Carol has been coaching leaders and their teams to world-class performance for the past 25 years. Her C-suite clients say that Carol is their preferred secret weapon.

CONSULTANT QUALIFICATIONS

Carol's coaching philosophy is simple. Effective leaders and strong team members need to be self-aware, highly self-managed, and profoundly clear that teamwork is preferable to solo ego infused performance. Leaders need to be supremely committed to the successful achievement of corporate goals, vision and mission.

Carol's clients say, she has the ability to get very different people to see the value in differences and to leverage those differences to achieve clearly defined personal and business goals. Carol is by far the best mentor and role model we have worked with.

Carol's corporate experience includes Director of Human Capital, Chief Operating Officer, Director of Sales and Marketing, and Director of Special Projects. Throughout, she has maintained her role as President of Segrave Associates.

Her corporate clients include:

DaVita Inc.,	enXco an EDF-EN company	Guthy-Renker
Ideal Living	Marathon Capital	Morgans Hotel Group
O'Melveny & Myers, LLP	Provisors	T. Hasegawa, USA
Georgia Pacific	IBM	Jim Henson Productions
American Institutes of Research	Baxter Health Care	Ernst & Young
Realty Presentations, Inc.	Showtime	Time Warner
The Cosmopolitan Las Vegas	The City of Los Angeles	Union Bank

Carol's master's degree is in education from Rutgers University and is a member of Kappa Delta Pi (honor society in education). Other educational accomplishments include:

- Graduate of Georgetown University's Corporate Leadership Development Certification Program 2006
- Strozzi Institute's Leadership In Action Program 2008
- Coaching to The Core 2007/2008
- The GROW Program
- A 25-year Birkman Method Certified Consultant
- Oxford Seminars Certified ESL Instructor
- Outward Bound Alumna.

Carol's business philosophy extends into and influences her personal life:

- Triathlete
- Senior Olympics Silver Medalist in the 50-yard freestyle
- Gold and Silver Medalist in the Miami Beach and Palm Springs International Salsa Competitions

Websites: www.segraveassociates.com
<http://carolsegrave.com>

CLIENT TESTIMONIALS

DaVita Inc.: Leading provider of dialysis services in the United States. Serving 1,400 outpatient facilities, acute units in over 700 hospitals, approximately 110,000 patients.

The course was very thorough in content. It will help me become a more effective manager.

The techniques will help me as an HR Professional in serving my customers.

The workshop principles and practices will really help me with managing my current staff and grooming them.

The course helped me solidify concepts I currently have in practice.

Middle Management Feedback

enXco – an EDF Energie Nouvelle company: Internationally publicly traded billion-dollar firm specializing in renewable energy-wind, solar, geothermal, biomass, wave.

Carol is very good at helping people understand themselves and each other. In the three years we have worked together, she has definitely made her mark on the Management Team at enXco and on its corporate culture. She has helped us clearly identify the elements, characteristics and qualities of that culture and has been watchful to assure we maintain it. It is really astonishing that everyone (and we are so different with such different needs) has taken something away. Interestingly, it has been something different for each of us and at the end of the day everybody has recognized Carol's impact. She has been very good at opening each of us up, giving advice and recommendations in a firm way, but without being forceful or ever judging anyone thanks to her ability to listen, her genuine interest and her integrity.

Tristan Grimbert, CEO

Guthy-Renker: International privately held \$1.4 billion consumer goods direct marketing firm.

Thank you for your unique Executive Leadership Development Program. Your ability to help senior and middle management become stronger communicators and team builders has enhanced the productivity and esprit de corps of our Guthy-Renker family. The insights I learned have helped

me to stop negativity in its tracks and always restore communications to a place of safety and clarity. These lessons are not only helpful in business but invaluable in life. I would encourage any business to take advantage of your very effective and efficient program. The benefits are invaluable.

Elliott Segal, Vice President Production

Ideal Living, A vertically integrated multi-channel marketer of consumer products specializing in DRTV, internet and retail sales.

Carol has made invaluable contributions to developing our team's abilities. I've gained insights into myself, other team members, and the team as a whole--all of which have helped our performance. I highly recommend Carol for any stressed executive--she will lighten your load! Feel free to contact me if you have questions.

Katie Williams, President

Marathon Capital: A leading investment bank and financial advisory firm focused on delivering financial products and services to the global energy and infrastructure markets.

Carol worked for multiple years with EDF-EN as an executive coach to the management team. Her work was instrumental in helping the team assess strengths/weaknesses and working styles thru the Birkman methodology. In addition to helping teams work more effectively, she led directed efforts with individuals to provide executive coaching to accelerate their performance. Carol was a vital part of the success of the team. She provides a thoughtful approach on assessing an organization and helping individuals take their performance to the next level. I would recommend her without reservation

David Kirkpatrick, Director (former VP at EDF-EN)

Morgans Hotel Group: International publicly traded billion-dollar boutique hotel chain.

Carol is an experienced and skilled leadership coach dedicated to developing passionate leaders and has been instrumental in helping build effective leadership teams for Morgans Hotel Group. Her focus on improving leadership skills, furthering those skills to advance executive teams who have better listening skills, combines both aspects for aligned goals and objectives for any organization.

She has helped improve communication skills by recognizing and dealing with confusion; promoting reduced conflict through understanding and appreciating diverse styles across the business. In teaching us to develop strategies to increase significant work relationships, we have been able to acknowledge the stress and managing its reactions and increase productivity at the same time.

Kathy Chalmers, Senior Vice President

I feel that I am blessed to have met Carol through her association with Mullin & Associates and the use of Birkman. I carry with me her words and

work in every work related situation as a guide and knowledge resource and I always know that she is just a phone call or an email away. She has been an inspiration.

Malachi Williams, Director of Human Resources London and New York

O'Melveny & Myers, LLP: A 125 year-old law firm with more than 1,000 lawyers who practice in 14 offices worldwide.

Coaching skills are critical to the success and morale of a business like ours. Carol is the glue that can bring it all together.

I found the workshop highly applicable to my position and will utilize these skills immediately.

The skills taught were a great reinforcement on what should be part of my every day management skills. I am recommitting to practicing these skills every day.

Learned a lot and had fun!

Attorney Feedback

Provisors: A network of over 1,000 top professionals whose firms represent clients ranging from local owner operated businesses to global, multi-billion dollar businesses.

Carol's Leadership Coaching presentation to 40 professionals was captivating, motivating and informative. The attendees left wanting her as their coach of choice.

Martin Greenbaum Senior Partner. Greenbaum Law Group, LLP & Provisors Program Chair

T. Hasegawa, USA: The USA division is part of one of the world's top ten flavor and fragrance companies.

"I've known and worked with Carol for about 15 years. She is a highly energized, inspired and passionate human resources and organization development professional. Carol is intuitive, analytical and experienced in her approach to maximizing the value of people in an organization. She is strategic in outlook, yet also detailed as circumstances require. I first brought her in as an organization development consultant to support my transformation of our leadership team's capabilities. Her effectiveness in that role morphed into a full time leadership role in our Human Capital function in response to changes in that department. As Director, Human Capital, she helped guide the department to a much higher level of effectiveness that had a positive impact on our organization and business performance. "

Mark Bair. President & CEO