

Shelli Greenslade

Professional Biography

- University of Chicago-trained psychologist
- 20+ years advising, designing and delivering human capital strategy, succession management, leadership development, coaching, assessment, employee engagement and performance management in organizations around the globe
- C-level coaching and consulting experience with Fortune 500 organizations
- Author, facilitator and professional speaker on cultivating leaders, talent management and women in leadership
- Global Lead of the Top Companies for Leaders™ research 2001-2014 (Fortune Magazine)
- Facilitator of Top Companies for Leaders™ Global Think Tanks

Consulting Experience

In Shelli's 20+ year career as a consulting psychologist, she has gained tremendous experience working with various industries, geographies, functions and levels of talent within organizations. She has partnered with numerous organizations in translating business strategy into an actionable talent strategy. She has extensive experience in developing and facilitating the following talent processes: assessments, coaching, competency frameworks, high-potential processes (identification, cultivation, retention), leadership development, succession management, and team effectiveness. Shelli has worked with a number of clients around the globe, including: Ahold/Delhaize, Ann and Robert H. Lurie Children's Hospital of Chicago, ATS, Cargill, Legg Mason, Louis Vuitton, NASDAQ, Prudential, Royal Bank of Canada, Sodexo, and The Ohio State University.

Her clinical background provides a strong foundation for critical thinking and interpersonal acumen. She listens and quickly processes information to help clients decipher complex business issues. The unique combination of her psychology background, with experience in both psychotherapy and neuropsychology, and extensive business experience has positioned her as a trusted advisor to both leaders and colleagues alike.

Executive Coaching

In today's complex business environment, the personal demands on leaders can be taxing. Those leaders who are highly self-aware and who exhibit tremendous understandings of their personal strengths and weaknesses can use this information to become more effective leaders.

As an executive coach, Shelli provides a stimulating and supportive environment for professionals to examine, evaluate and enhance their leadership capabilities. Her expertise lies in working with senior leaders and teams to develop their capacity for awareness, insight, choice and action around their most challenging issues. She employs a data-driven methodology to her coaching, using Marshall Goldsmith's Stakeholder Centered Coaching approach. This allows leaders to focus on very specific behaviors and utilizes stakeholder input throughout the coaching period.

Working with Shelli, individuals and organizations can expect more engaged, energized and effective leaders. She works with clients to understand how their own "lens" or way of thinking can support and/or impede desired outcomes. By helping leaders become more aware of their personal strengths and potential derailing behaviors, her approach challenges individuals to think consciously; thereby initiating positive behavioral change that results in improved leadership skills and performance.

The impact of working with Shelli can be measured in a number of ways. Pre-and-post behavioral interviews and assessments are utilized to measure an individual's behaviors and subsequent changes that can be attributed to the work done in coaching. Shelli also works with her clients and their leaders to

set clear goals and success metrics at the beginning of the coaching engagement. These objectives, along with key milestones, are revisited throughout the coaching relationship to ensure forward progress, and ultimately sustained behavioral change. Typical outcomes include increased levels of performance, better time and energy management, higher levels of engagement and accountability. Several of Shelli's executive coaching clients include: ATS, Bank of America, ICL, LexisNexis, Marriott International, McGraw Hill, Moody's, Relay Resources, and Standard and Poors.

Shelli is a Hogan®-certified consultant and is a certified executive coach in the Marshall Goldsmith Stakeholder Centered Coach® methodology.

Thought Leadership and Speaking Engagements

Shelli has served on boards (both internal and external) to provide advisory/strategic services and thought leadership. In addition to working with leaders in client organizations, she has collaborated extensively with consultants, academicians and independent practitioners around the globe on thought leadership and research relating to leadership, talent, and psychology. Recent collaborations include: Linda Hill, the Wallace Brett Donham Professor of Business Administration at the Harvard Business School and faculty chair of The Leadership Initiative and Mike Useem, William and Jacalyn Egan Professor of Management and the Director of the Center for Leadership and Change Management at the Wharton School, University of Pennsylvania.

Shelli is a frequent presenter at national and local conferences, including The Conference Board, GE's Think Tank on Top Companies, Children's Hospital Association CHRO Conference, HR People + Strategy (HRPS), The Chicago Cubs Executive Leadership Summit, University of Chicago's Booth School of Business, Leadership Forum on Top Companies for Leaders, Chicago Leadership Summit, and Global Women's Leadership Forum. She has also authored and partnered on a number of articles and books on talent management, diversity, leadership and strategy.

Education

Shelli has completed her doctoral education, with dual appointments in Psychology and Human Development at the University of Chicago (she is ABD). She also holds dual master's degrees in Social Science Research and Psychology from the University of Chicago. Shelli studied under the storied professor of positive psychology and concept of *Flow*, Mihaly Csikszentmihaly. She received her bachelor's degree in Psychology from The University of Puget Sound. Shelli has taught both undergraduate and graduate courses at The University of Chicago and has served as a guest lecturer.