

WACHOVIA CORP

NATIONAL WESTMINSTER BANK

BANK ONE

COMMONWEALTH EDISON

TURNER BROADCASTING

CONSUMER REPORTS

KELLOGG

QUAKER OATS

QUALITY STORES, INC.

KASHI

DEPT. OF AGRICULTURE (CREES)

SARA LEE

MALLINCKRODT

GE MEDICAL

BON SECOURS HEALTH SYSTEM

QUINTILES



leaders grow  
organizations



*Leading from  
the inside out*



we grow  
leaders

GOLDEN RULE INS. CO.

STATE FARM

LOVELAND INDUSTRIES, INC.

NC SYMPHONY

NC JUSTICE CENTER

IT DATA DIRECT

## Developing Leaders from the Inside Out

Led by licensed psychologists working in the field of Leadership Development and Organizational Consulting since the mid-1980s, Circle Consulting Group is a woman-owned business based in Durham, North Carolina, with clients across the United States. Our success as a company is derived from maximizing business results – and for sustainable success, we work from the inside out.

Ours is a unique approach that advances leadership development through cultivating emotional intelligence and awareness of interpersonal dynamics in company decision-makers, essential skills for reaching business goals through individuals and their teams.

We begin with individual and team assessments and then proceed to coaching and training, all based on sound psychological and business principles. We create a safe environment where leaders at all levels come to recognize that it is their personal beliefs and ability (or inability) to relate to others that determine how they manage their environment and garner respect from co-workers. Essentially, we enable decision-makers to see that their organization's culture and growth potential is a mirror of their own strengths and weaknesses.

Once we complete a basic assessment and agree on our goals, we move forward quickly, addressing those often unrecognized barriers that sabotage leadership and relationship management. This process of self-discovery promotes maximum change in individuals as well as cultural transformations within organizations.

For the past twenty years, the psychologists of Circle Consulting Group have been motivating and inspiring leaders to recognize the ways they can develop effective behaviors and then, with the support of their teams, take the risks that are necessary to grow their organizations. We also provide follow-up to our leadership training programs to insure continuity and lasting change.

And, unlike many “quick-fix” or “one-size-fits-all” programs, we partner with our client organizations to customize solutions for their unique situations.

Achieving  
organizational  
growth  
through  
human  
development



*as leaders grow into their roles,*

*"You were able to get a group of highly intelligent, well-educated managers to work together in a non-confrontational way so that their efforts were spent on productive endeavors rather than on personal ego related gratification. Previously, consultants had helped design "fixes" but no one had ever looked at how to carry out new plans from a human systems perspective. You were very important in getting the ideas across that "team triumphs" went a lot further and counted for a lot more than departmental and individual victories."*

William Viklund  
CEO-Retired  
Long Island Savings Bank

## What is your Organization's Potential?

Technology and operational solutions are relatively easy to identify, but by themselves, they provide insufficient answers to true organizational health and success. Sustained competitive advantage will go to those businesses that develop leadership across the ranks. The good news is that organizations which provide in-depth management training, coaching, and team development routinely experience these bottom line results:

- Improved morale and employee engagement at all levels of the organization
- Lower employee turnover
- Increased individual and team productivity
- A more robust leadership pipeline
- Increased ability to change and manage change
- A culture of commitment, rather than compliance
- Increased efficiency in project management
- Leaders who develop others and actively coach employees because they recognize that succession planning is one of their key roles

Circle Consulting Group can engage and develop leadership in all areas of your organization. For over twenty years, we have produced quantifiable results in some of America's most renowned companies.

### Our Services:

Assessment

Leadership Development

Executive Coaching

Team Development

Organizational Development and Consulting (culture change initiatives, succession planning, assessment of underperforming business units, change management, diversity consultation and training)

Team Conflict Resolution

*organizations grow into their potential*

*"You have had a tremendous impact on my effectiveness and that of my top staff. How? You bring a different perspective, a different way of seeing a problem – different from the typical management consultant. Through your psychological perspective, you are able to offer deeper, more effective solutions. Often, you offer a long-term process that can be integrated into the organization, thus solving many problems, not simply the presenting one. With your aid, we have been able to find next steps to what had previously been insoluble problems"*

*"Hope's approach to coaching and consulting challenges leaders to connect their own core values to their work, creating much more effective bottom-line outcomes."*

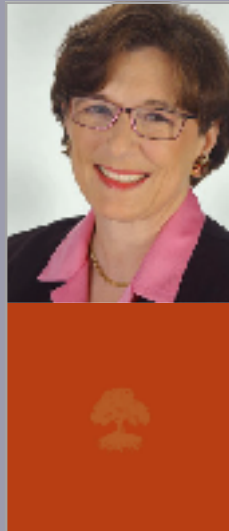
-Gwynne Whitley  
Director, Corporate  
Customer Service  
Excellence  
Wachovia Bank, N.A.



*"Laura's expertise in organizational and human dynamics assisted me in formulating and implementing my vision for my organization and my management teams. Laura was an integral part of the business planning process, as my corporation moved towards both operational growth and restructuring".*

-Director of  
Corporate  
Partnerships,  
Utility Corporation

## Hope I. Hills



Hope I. Hills, Ph.D, is the founder and president of Circle Consulting Group, LLC. A psychologist since 1986, and a Leadership and Organizational consultant since 1991, she brings a breadth and depth of experience to her work with leaders and their organizations.

Throughout her years as a psychologist, Hope has applied solid psychological theory to real life issues. Her work researching and utilizing the Interpersonal Circle is extensive and has created a solid, actionable model that she uses to help individuals, teams and organizations become more effective.

Her years of teaching, research and practice support her extraordinary track record as an executive coach. She has designed a Life Line Process that enables leaders to recognize the life experiences and core beliefs that are holding them back from getting the results they want. She is the invited author of a chapter on coaching men in business that outlines her approach.

Her work with Executive and Senior Teams routinely results in their performing higher than expected. She has designed and implemented very successful succession planning and high potential development processes. Her design for high potential and executive development focuses on creating a "new learning environment" around the individual by involving direct reports, peers and supervisors.

Hope is also an accomplished trainer and speaker. She has been invited by numerous organizations to present workshops and speak on the Interpersonal Circle, Psychologists as Consultants, Managing Change, and Diversity in the Workplace.

## Laura Wimbish



Dr. Laura Wimbish works with organizations that need to develop self awareness and interpersonal skills in their leaders and managers. A licensed psychologist and principal with the Circle Consulting Group, her focus is on developing leadership potential in

the workplace by helping people to transcend self limiting perceptions, attitudes and interpersonal behaviors. Prior to joining Circle Consulting, Laura was a principal in the Chicago based WorkGroup Consultants. She was also the President and founder of Chicago Psychological Services and Consulting. In the past 20 years, she has worked extensively with executives and their teams to create high performance organizations capable of meeting the challenges of an increasingly complex and globalized marketplace.

Areas of expertise include Executive Coaching and leadership development, assessment and needs analysis, organizational realignment, change management, team building and team conflict resolution, work/life balance and critical incident services.



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