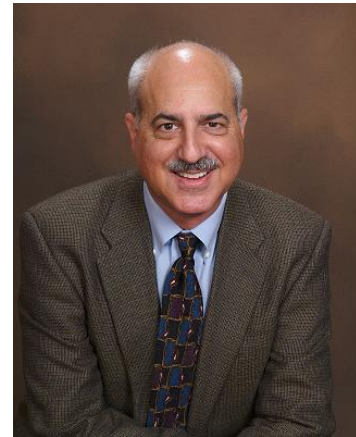


Alan Abeles

Alan is a senior executive coach and leadership development consultant with more than 25 years of experience with regional, national and global organizations. His practice areas include leadership team alignment, individual and organizational leadership assessment and development, executive coaching and succession planning. He has worked with Presidents, CEOs and other C-level leaders in client organizations ranging from privately held professional services firms to Fortune 100 companies to early-stage enterprises. Alan has consulted across a wide range of industries, including financial services, professional services, higher education, technology, healthcare, biotechnology, legal services, and entertainment. Alan also has extensive international experience, having consulted with, facilitated and coached leaders and teams in Europe, South America, Asia and Australia.



As a founding member of Lee Hecht Harrison's (LHH) Leadership Consulting practice for more than 10 years, Alan marketed, designed and facilitated engagements including leadership team assessment, succession planning, senior executive coaching services and leadership competency development. Alan has particular expertise in the area of multi-rater leadership feedback tools, and served as LHH's lead certification facilitator in the use of 360° assessment technologies. Most recently, he served as a co-Practice Leader for the leadership consulting and executive coaching practices at BlessingWhite, Inc (BW).

Earlier in his career, Alan directed Bank of America's executive development and succession planning programs. During his tenure with the bank, Alan also led projects in the areas of leadership competencies, team development, change management and acquisition due diligence. He also served on UC Berkeley's Executive Education Corporate Advisory Board while leading the leadership development function for Bank of America.

Alan received a degree in English from the University of California at Berkeley, where he was awarded Phi Beta Kappa.

Key Highlights:

- Alan has coached more than 15 Partners and Directors of a top-tier professional services firm. As a result of his clients' successes, he has been invited to serve as one of a handful of coaches who will be working with the highest levels of Partners in a comprehensive leadership development experience in 2011.

- Successfully coached the CEO and several of his direct reports in a Fortune 100 company to demonstrate and role model a set of newly articulated leadership values and behaviors. This new leadership framework facilitated the company's emergence from a traditional, staid organization to a leaner, more market-focused one.
- Led a cadre of coaches internationally in delivering assessment feedback and ongoing coaching to a group of high potential mid-level managers engaged in a year-long leadership development initiative for a Fortune 100 financial services firm. Due to its success, the program has been funded for a third year despite the company's currently weakened financial condition.
- Alan sold and directed a set of strategic leadership initiatives for a biotech company to develop executive team capabilities. The leadership team had not been operating effectively and a previous organizational consulting firm had further factionalized the team. To turn the situation around, Alan conducted a qualitative and quantitative assessment of each executive team member, and facilitated team interactions that resulted in improved alignment and partnerships within the executive team as well as with the president. Additionally, he was then engaged to create a succession planning process, and to design and facilitate training throughout the company in corporate cultural understanding and leadership behavior.
- Led a leadership assessment of more than 130 senior leaders and business developers for a global professional services firm. This project identified future leadership requirements and measured the population against these competencies. The assessment facilitated a firm-wide restructuring and accelerated the promotion of key talent into significant positions in the new organization.

Organizations I've Consulted With – Partial List (and Years With Each Organization):

- Deloitte 2000-Present
- BGI 2001-2005
- Valent Biotech 2002-2005
- Wells Fargo 2003
- Tyco Healthcare 2004
- Kaiser Permanente 2004-2007
- MasterCard Advisors 2005-2006
- Orrick LLP 2006-2007
- Adecco US and Global 2006-2008
- Amicus 2007-2008

- Allergan Latin America 2007
- Celebrity Cruise Line 2007
- PwC 2008
- TIAA-CREF 2008-Present
- BNY Mellon 2008-Present
- Russell Investments 2008-2009
- Columbia River Bank 2009
- UC Berkeley 2009-2011
- Bionovo 2010
- Society for HR Mgmt. 2010-Present
- Spansion 2010-Present
- Advent Software 2010

Geographies I've Worked and Consulted In:

USA, Europe, South America and Australia

Leader Positions I've Coached:

CEOs and Presidents, Board members, other C-Level leaders, Partners and Managing Directors, Vice Presidents

Business/Talent Challenges I've Helped Leaders Solve:

Organizational change initiatives
 Start-up leadership
 Communication/interpersonal skills
 Developing strategic thinking
 Increasing innovative thinking
 Turning strategy into action
 Coaching and developing others
 Effective delegation and empowerment
 Executive presence
 Talent retention
 Time management/priority setting
 Succession planning

Leadership Experience:

- Alan served as one of four founding members of the Leadership Consulting and Executive Coaching start-up at Lee Hecht Harrison (LHH) in the mid-90's. In this capacity, Alan served as a recruitment, training and quality assurance leader in building this business into a global

leadership position. He worked in Europe, Australia and South America to develop LHH's brand and to develop qualified coaching and consulting resources.

- At Bank of America, Alan led the Succession Planning and Executive Development functions during his 15 year tenure. In this capacity, he partnered with the Vice Chair of Human Resources to ensure the strength of the leadership cadre throughout changing business strategies and economic climates. During this period, Alan also led numerous acquisition due diligence HR teams as well as helped facilitate a complete restructuring of the bank's HR organization of more than 1,000 employees. In this role, he had been quoted in the **Wall Street Journal**, the **San Francisco Chronicle** and the **San Francisco Business Times**. Additionally, he served on the advisory committee for the Haas School of Business's executive education advisory group at UC Berkeley.
- At BlessingWhite, Alan served as the Western Region head of leadership consulting and executive coaching. In this capacity, he helped grow BW's coaching practice into the region's second largest – and fastest growing - revenue source. He also recruited a cadre of seasoned coaches and helped create synergies between the company's core training products and its coaching practice.