

WHEN PEOPLE THRIVE, BUSINESS THRIVES

Because motivated, skilled and engaged people are the heart of organizational success.

East Tenth Group is a boutique people strategy and human resources consulting firm that helps leaders of growth enterprises build, support and inspire their organizations to do great things.

Balanced Framework™
The balanced approach to success.



At **East Tenth Group** we are committed to your success as an organization, leader and manager. We know that every milestone and stage of your growth and leadership journey brings different challenges and unique needs.

Why Hire Us? Because our firm is the right choice if you want results. We figure out if you have the right KPI's to get the growth you want, then we help you look at your leaders to make sure they know what they need to deliver and how; and if necessary we partner to make organizational changes.

Who Hires Us? CEO's, Presidents, business owners and senior leaders hire **East Tenth Group** to complement their internal HR leaders, improve HR capabilities, strengthen their leadership and meet challenges with business perspective and hands-on dedication.

What Do We Do For You? **East Tenth Group** integrates people strategy, leadership development, and executive coaching in a comprehensive, phased approach that fits your business needs and gets you the outcomes you need to grow.

How Do We Do Partner With You? We believe that the most effective development is one-to-one, work-based, unique to your needs, right now – not off-the-shelf. We take the time to understand your role, your company, your successes and challenges. And, we simplify the complexity of leading using our **Balanced Framework™**.

Our Expertise Supports You In These Areas

People Strategy

East Tenth Group provides expert assessment of, advice about, and hands-on support for all key HR functions.

- Talent Management Solutions
- Leadership Development Expertise
- Interim HR Lead
- HR Operational Assessment/Audit
- Performance Management Solutions
- Compensation Strategy and Analysis
- Expert Guidance on Downsizings
- Merger, Acquisition, Divestiture Support

Leadership Programs

One-on-one and team programs that build skills and shorten the path to peak performance.

Maximize Your Leadership™
for experienced executives.

New Leader Performance Acceleration
for leaders in a new position.

Leverage Leadership Effectiveness™ for leaders with expanded responsibilities or needing deeper capabilities.

Accelerate Managerial Effectiveness™
for leaders new to management.

Build High-Performing Teams
for leaders needing to strengthen team goals and gain alignment for greater impact.

Executive Coaching

East Tenth Group coaches clients to behavioral changes that yield impactful business results. Objectives include:

- Build a power base up, down and across
- Communicate with impact
- Develop a leadership pipeline
- Engage team members in a unified, performance driven culture
- Prompt collaboration and innovation
- Navigate special situations like mergers and turnarounds
- Avoid career burn out