

NEAL EISENSTEIN



Neal delivers executive coaching, change management and organization development services to senior and middle management. He is a direct, strong and clear communicator and works with leaders and teams who are serious about growth and the need to change. Neal brings vast experience in empowering clients to embrace change, powerfully. As a seasoned facilitator of talent, he helps clients meet and exceed challenges that limit their ability to perform, engage appropriately, manage priorities, develop new skills, accelerate performance, align execution with strategy, grow the organization, and motivate teams.

Starting in sales, Neal moved up through the ranks in a variety of executive roles with such brands as Honeywell and Esselte Pendaflex. As a senior executive, he led comprehensive change management initiatives that successfully drove innovation, reset roles, expectations and interdependencies. Neal works with senior talent to model new approaches and send the right messages to build trust, reduce conflict and drive results.

Neal works with all types of executives, helping them to discover practical new approaches that range from the subtle nuance of interpersonal interaction and accountability to the more visible broad strokes of executive leadership. Neal helps his coaching clients transform aggressiveness into assertiveness. He works at the C level as well as in such functions as sales, marketing, human resources, supply chain, production and operations. Neal has an exceptional ability to identify the key issues, connect with clients, develop strategies to shift and execute to meet the objective. He takes responsibility to ensure that the human resource business partner and direct manager are kept up to date on progress.

Throughout each engagement, Neal ensures that his clients avoid the debilitating effect of unintentional messages that colleagues can find confusing, distracting, and even offensive. His approach to executive coaching and consulting reflects the developmental needs of the executive and the growth needs of the organization. Neal is wired for results. His enthusiasm rubs off on his coaching clients, making them willing to step out of their comfort zones, take new risks, and achieve results that eclipse anything they have ever achieved before. Neal promotes collaboration and positive culture in even the most complex and confusing environments. Improving competitive advantage guides Neal's style and approach.

Neal has developed executives and teams across company divisions at the following levels to improve performance, climate and the bottom line: CEO, President, CFO, Managing Director, SVP, and VP. A partial list of companies he has partnered with includes: Avon, UBS, Viacom, BASF, ESPN, Dow Jones, ADP, Burberry, BP, Omnicom, Capital Access Network, Horizon BCBS of NJ, and AXA Equitable.

Neal earned his undergraduate degree at The College of New Jersey and an M.B.A. from Syracuse University in Marketing and Innovation. Neal works extensively with interview-based 360° assessments and is certified in the Hogan assessment tool. He also works with the Birkman Personality Method.

REPRESENTATIVE ASSIGNMENTS:

CEO (Financial Services): Coached to increase emotional intelligence, unify his executive team, deepen the trust with his Board of Directors, and inspire the SVP and VP leadership bands of the organization to embrace change, protect the core business and join arms to drive innovation in new markets.

SVP (Global Upscale Apparel): Coached to develop a balanced, more inspirational leadership style, which built on her core strength (driving sense of execution and goal attainment) with a broadened set of values and skills to manage, motivate and inspire talent to achieve.

Global CMO (Media Planning): Coached to improve time management, introduce new approaches to managing his global team improve meeting management protocols to improve engagement and management systems to ensure the decisions cascaded consistently through the global organization.