

# KARLIN SLOAN & COMPANY

be the change.



Neil McCarthy

*Neil's practice focuses on aiding leaders and teams to translate theories of individual, team and organizational performance into practical and applicable actions to achieve the results they desire. His approach is based on supporting and leveraging existing strengths to make changes in attitudes, behaviors or actions that are interfering with goals and expectations.*

Prior to entering executive and organization development, Neil spent ten years as a mountain guide and expedition manager with Alpine Ascents International. His experience leading expeditions to the highest peaks in the Pacific Northwest, Alaska, Central and South America, Antarctica and the Himalayas gave him an intimate understanding of the importance, the challenges, and the impact of leadership on team performance in high stakes environments. In his work with organizations he sees the same human responses to success, failure, uncertainty and adversity as he has on dozens of expeditions. Whether in the mountains or the conference room he believes that leadership is the responsibility of each member of the team or organization and that the key to great leadership is to be consistently developing one's ability and resiliency to work effectively with the behavioral, emotional and mental processes within one's self during the pursuit of demanding goals and objectives.

Neil lives in Seattle, WA with his wife and two children. In addition to his love of the mountains and climbing he has a passion for music, literature, woodworking, gardening and time for another round of golf.

## Areas of Expertise

Team Performance Coaching

Leadership Development for High Performers & Critical Individuals for Organizational Success

Change / Transition Management

Building Commitment and Accountability

## Education & Affiliations

MA, Applied Behavioral Science - Bastyr University / Leadership Institute of Seattle.

BA, Literature - Southern Methodist University

Certified in PDI's Profiler 360 Assessment

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