



Exceptional Leaders International

Stephanie Goode Senior Advisor



Stephanie Goode combines 25 years of experience in achieving strategic imperatives by implementing effective and scalable operational and human capital initiatives. She has served as both a Chief Human Resources Officer and a Chief Learning Officer to accelerate team and executive performance. As an expert in the full spectrum of operational and human capital processes including talent acquisition and workforce planning, HRIS and operations, organization development and learning, benefits and compensation, diversity and inclusion and lean six sigma operational processes and methodology, Stephanie has the unique ability to connect human capital functional expertise with operating reality. Her energy, curiosity and belief in the power of human capital to drive strategy and results have made her a valued partner to executive teams looking to connect people, strategy and execution in growing their businesses.

CONTACT

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BACKGROUND

A veteran of the financial services, healthcare and technology sectors, Stephanie has partnered with C-suite executives to align strategy with execution, establishing organizational structures and improving team and operating relationships. Most recently she has completed an engagement with a newly hired CIO in transforming the IT organization and assessing and aligning executive talent.

Stephanie has worked extensively with Sales organizations, linking financial profitability targets with sales processes. At Fidelity's Brokerage Company, Stephanie executed a sales training and development program that integrated three sales organizations and introduced a system-wide sales management training process, linking Registered Investment Advisor sales objectives with Fidelity Brokerage Services financial targets. At the First Marblehead Corporation Stephanie introduced a sales management process and implemented sales tracking technology to increase sales in FMD's Business Development organization.

As a Chief Human Resources and Organization Development Officer in a variety of organizations, Stephanie has introduced and executed organization assessments and talent assessments, creating operating structures for high growth organizations and identifying key talent to support aggressive financial and organizational expansion targets. Applying her Lean Six Sigma background, Stephanie has led operations restructuring resulting in productivity improvements while driving down costs. Stephanie's approach is characterized by her ability to build trusting partnerships with leadership and staff to guide organizations through rapid growth and change.

Stephanie is a summa cum laude graduate of Fordham University where she was elected to Phi Beta Kappa. She holds an advanced certificate in Organization Development and Human Resources Management from Columbia University where she also studied for her Master's Degree in Leadership and Learning. She received her certification in Executive Coaching from New York University and holds a Green Belt in Quality Management. She's certified in a number of assessment tools including the Hogan suite, the Myers-Briggs Type Inventory, DISC profile, and Thomas-Kilman Conflict Inventory.