



Elene Cafasso

President & Head Coach

Elene@enerpace.com

(630) 832-4399

Elene Cafasso is a professionally trained executive coach, and President of Enerpace, Inc. Elene's coaching enables leaders to achieve their objectives in the areas most critical to their success: leadership agility, emotional intelligence, team building, professional communication and organizational effectiveness.

Elene helps these over-stressed and over-busy executives focus on what really matters, while growing themselves, their team and their bottom line. Truly committed to her clients, Elene is passionate about helping those with whom she works to enjoy professional fulfillment while always being positioned for success as they define it.

Elene's clients appreciate that she was where they are! Elene has lived through regulated industries, corporate politics, hirings, downsizings, group dynamics, planning cycles, rightsizings and budget cuts. She has experience marketing to both consumers and businesses of all sizes. Elene's strategic sales channel management expertise ranges from telemarketing up through Account Executives covering Fortune 50 clients. She holds an MBA in Marketing and Finance from the University of Chicago, and worked in the corporate world for 14 years where she held executive level positions in the banking and telecommunications industries.

Her career management insights appear frequently in the press, as Elene has been featured on NBC 5 Chicago news, *Money Magazine*, *Career Builder.com*, *The New York Daily News* and *Crain's Chicago Business*, among others.

Elene is certified by the International Coach Federation and professionally trained as a coach by CTI (The Coaches Training Institute). A continuous learner in the discipline she loves and respects, she has continued her training with additional coursework in Organizational and Relationship Systems, Shadow Coaching, and Power Coaching with Mind Kinetics. Elene is active with the Chicago CEO Roundtable, the Professional Women's Club of Chicago and the University of Chicago Booth. She serves on the Board of Directors for the Quality Training Institute.

Areas of Expertise:

Executive Coaching – On boarding and high performance

Leadership Skills including: Executive Presence; Emotional Intelligence; Collaboration and Influence; Stakeholder Management; Leadership

Agility; Powerful Communication; Team Building; and Delegation

Executive Onboarding; Women in Leadership; High Potential Development

Workshops designed and delivered in areas such as: Leadership Agility; Coaching Skills for Leaders; Powerful Communication; Emotional Intelligence; Strategic Networking; Workplace Diversity; Goal Setting and Professional Branding

Education & Professional Membership:

MBA, Finance & Marketing - University of Chicago, Chicago Booth

B.S. Finance – DePaul University, Chicago

Master Certified Coach (MCC) with the International Coach Federation (ICF).

Associate Certified Power Coach (ACPC)

Coach training from the Coaches Training Institute, Coaching & Leadership International, School of Shadow Coaching, Center for Right Relationship

Certified in Leadership Agility 360 Instrument

Experienced in Bar-On EQi, DiSC, Hogan, Hay Corporate 360

Coaching Achievements:

- A. Achieving Results Cross-Functionally – VP of Product Development struggling to work cross-functionally after years of success in sales leadership roles.
- Solution: Coaching focused on emotional intelligence, empathy, powerful communication to influence and build alliances.
 - Results: post-engagement feedback reported improved communication style and listening skills; an expanded stakeholder base; successful cross-functional alignment; progress on critical initiatives
- B. Strategic Thinking - Leader of Customer Advocacy area had great followership but was too enmeshed in daily activities to set vision and plan, and wasn't partnering with her peers to get results
- Solution: Coaching focused on shifting to an "Executive Sponsor" role, communicating consistently and strategically at the executive level
 - Results: President's feedback praised her confidence and comfort with Executive peers; her leadership courage in tackling tough projects; delivered and executed strategic plans and tactics.

- C. Developing High Potential Talent – worked with a young leader recently promoted to a revenue generating role, grooming him to assume an office leadership role.
- Solution: Leadership development coaching focused on emotional intelligence, best practices implementation, succession planning/career management
 - Results: achieved 124% of revenue production goals and expanded his team for further growth. He was promoted and announced as successor to Profit Center Manager role, which he attained 1 year later. Client successfully led customer service, technology and marketing projects firm-wide.
- D. Executive Presence & Confidence - After a year in the role, client needed to step into role of Managing Director, growing his confidence and professional brand while developing Junior staff.
- Solution: Executive coaching focused on Professional Brand definition and communication and team development for the entire Chicago office instead of only those assigned to his projects.
 - Results: increased confidence in sales situations using new practices and behaviors that fit his natural style; broadened impact and transparency to the office without decreasing his efficiency or adding to his workload.
- E. Executive Onboarding into new role & firm – VP onboarding into new firm after 20 years in another company.
- Solution: Executive coaching focused on goal definition and alignment, stakeholder identification & communication, time management & professional branding
 - Results: engagement rated extremely successful; all onboarding and business goals achieved; client promoted within 12 months and to SVP in 18 months.
- F. Change Management & Professional Communication - Newly hired Executive Director of Economic Development charged with bringing new industry, businesses and jobs to his Midwestern County. Inherited disengaged direct reports; unemployment levels above state and national averages ; adversarial press relationships
- Solution: Executive Coaching Program focusing on stakeholder management, team development and professional branding.
 - Results: Client attracted \$100M in investment creating 1000 new jobs; developed favorable press relationships and positive coverage; earned high approval ratings from key stakeholder groups; selected by Governor to participate in international recruiting expedition

- G. ROI of Time & Profitable Sales Growth - Financial advising firm stuck at same level of success, needed to accelerate their growth curve to move up in the organization.
- Solution: Leadership coaching program focused on sales/profitability challenges, and associated professional communication issues.
 - Results: firm achieved next tier of performance; sales associates increased networking, delegating and percentage of time spent on revenue generating activities; new value proposition created that enabled entry into more lucrative and relationship-oriented service areas
- H. Executive Retention/Career Planning – Consulting Practice Director historically burned out and changed firms every two years. Engaged in advance of a corporate reorganization to help her create a career vision that would keep her with the firm.
- Solution: Executive Career coaching program focused on multi-dimensional success and proactive career management honoring her values.
 - Results: Client avoided burn-out and remained with her firm longer than two years for the first time in her career. Promoted to Regional Management role once able to clearly define and communicate her career vision.