

Tanya Goodwin-Maslach

Topic Areas of Expertise

- ❖ Leader integration, coaching and group facilitation
- ❖ Emotional Intelligence – Relationship building
- ❖ Talent retention
- ❖ Succession planning

Executive Coaching and Feedback Focus:

- ❖ Technical talent onboarding & career transition
- ❖ Leader integration and group facilitation
- ❖ 360 Assessment and Development Planning



Elevati, Inc.

Tanya@elevati-inc.com

619.573.0918

Education:

- ❖ B.S. Zoology
- ❖ M.A. Industrial/Org Psychology

Biographical Information

Tanya leads the consulting and creative efforts of Elevati, a company that helps people connect to people. She partners with leaders to help them light the spark in their teams that results in:

The proliferation of ideas and innovation, shorter cycle times, more collaborative environments, and high customer and employee loyalty.

Her expertise lies in developing relevant and purposeful solutions for answering leadership growth challenges. Her approach is powerful in its deliberate and simplistic design and engaging and focused in its delivery.

The experience Tanya brings to Elevati clients includes strategically designed leadership program development, leadership retreat facilitation and executive coaching. Before founding Elevati, Tanya instituted a more rigorous framework for executive coaching at Qualcomm while offering consulting and business case research to business leaders on best practices in succession planning, talent review and 360 based assessment. Prior to Qualcomm, she led the creative and developmental forces behind the learning and development solutions offered by TalentSmart®, including their **IMPACT EQ Learning™** Program, the leading EQ development program used by Fortune 500 companies worldwide. While growing the program from just 15% of the company's revenue to a little over 30%, she also consulted to key company executives on program design, offered executive coaching feedback sessions, and facilitated key leader strategy meetings and training sessions. Prior to TalentSmart®, Tanya completed a nationally recognized, highly selective Fellowship at a \$450 million organization, where she was responsible for leading a professional development program for new recruits and consulting to distinguished business and government Colorado state leaders on the impact of various local nonprofit programs. Tanya's work in her community has been focused in working with nonprofit organizations that support entrepreneurialism and developing leadership skills and confidence in young women.

She has been published in leading industry magazines and ghost authored a number of chapters for books published by Linkage, Inc and Pearson Education. Clients served through TalentSmart® include: MacDermid, Sanofi-Aventis, Mattel, Fisher-Price, Raytheon, USDA, Catalina Marketing, Nielsen Media, Starbucks, Fortune Brands, U.S.C., Johnson & Johnson and others.

Tanya holds an M.A. in Industrial and Organization Psychology with honors and a B.S. in Zoology. She has served as Board director for the San Diego chapter of the American Society of Training and Development, served in the SDSU Entrepreneurship program as a Mentor to an MBA student, and offers her expertise and mentorship to young women in nonprofit sponsored leadership programs in San Diego.