

Partial List of Clients

AON Hewitt
AT & T
Avon
BAT
Bank of America
Bayer
Citibank
Coca Cola
Cisco
Dun & Bradstreet
FBI
Ford
GE
GSK
General Foods
General Mills
Goldman Sachs & Co
Hawaiian Airlines
Heinz
Hyatt
IBM
IDS / American Express
ING
Intel
Johnson & Johnson
KPMG
Lawrence Livermore & Sandia National Laboratories
LG
McDonald's
Microsoft
MSD
National Semiconductor
Philips
Philip Morris
Qualcomm
Reebok
Sanofi
SC Johnson
Standard Chartered Bank
Syngenta
Toyota
Trinity Rail
Warner Lambert
Wells Fargo Bank
3M
Agilent Technologies
Apple
U.S. Department of Defense
Volunteers of America
American Heart Association
American Red Cross
Amgen Inc.
Best Practice Institute
Blizzard

Canadian Red Cross
 Center for Creative Leadership
 Cessna
 Dartmouth University - Tuck Business School
 The EastWest Institute
 Getty Images
 Hasbro
 Hermann Miller
 HR.com
 International Federation of Red Cross & Red Crescent Societies
 McKesson Health Solutions
 RSA Security Inc.
 Sherwood Partners, INC.
 University of Pennsylvania - Wharton Business School
 UNDP Bureau of Conflict Prevention and Recovery

Client Testimonials

"We were a very successful team who took our performance to the next level. With Marshall's help we identified our two areas and went to work. We used everyone's help and support, exceeded our improvement expectations and had fun! A team's dedication to continuous improvement combined with Marshall's proven process ROCKS!"

Alan Mulally - CEO Ford Motor Company, former President and CEO Boeing Commercial Airlines - one of Business Week's top ten executives for 2005.

"As the CEO of the Girl Scouts, I was working to help a great organization become 'the best that we could be'. The first person Marshall volunteered to work with was me - this sent an important message. I was exuberant about the experience, I improved and we moved this process across the organization. Now I am Chairman of the Leader to Leader Institute - and we are still working together to serve leaders."

Frances Hesselbein - winner of the Presidential Medal of Freedom (the highest honor for a US civilian) - who Peter Drucker described as 'the greatest executive that I have ever met'.

"Marshall is a great coach and teacher. He has done a lot to help both me and our high-potential leaders. His approach is practical, useful, helpful and fun!"

JP Garnier - CEO GSK - one of the world's 20 most valuable companies, one of the Best Practices Institute's top 20 CEOs and winner of France's Chevalier de la Légion d'Honneur.

"At McKesson, we are on a mission - together with our customers - to fundamentally change the cost and quality of how healthcare is delivered. To fully realize the potential that lies in this transformation, our leaders must be able to demonstrate values-based leadership practices to maximize employee engagement each and every day. Marshall's teachings remind us of how personal growth and change are a never ending journey."

John Hammergren - CEO McKesson - a world leader in health care delivery - in 2006 ranked #16 of the Fortune 500.

"Marshall Goldsmith has helped me become a more effective leader - as judged by the people who are most important at Getty /images - our employees. Marshall has helped me and my executive team members to be much better positive role models for living our Leadership Principles."

Jonathan Klein - CEO Getty images - the world's leading imagery company. In 2005, American Photo magazine ranked Jonathan and Mark Getty as #1 in their list of The 100 Most Important People in Photography.

"Marshall has helped me personally to improve as a leader and has provided the tools and dynamics to turn a well-functioning management team into a high-performance team, where all the members have improved individually, and considerably added to team performance."

David Pyott - CEO Allergan - a global leader in specialty pharmaceuticals, honored in 2006 by HM the Queen as a Commander of the Most Excellent Order of the British Empire.

"Marshall is a dynamo. He helps highly successful people get better and better and better. His advice helps me enormously at work, but it makes an even bigger impact at home. My wife and kids stand up and applaud Marshall for helping me become a better husband and dad. What could be better than that?"

Mark Tercek - Managing Director, Goldman Sachs & Co - a leading investment banking, securities and investment management firm.

"A great coach teaches you how to improve yourself. Marshall is a great coach! He has a unique ability to help you determine what you can improve and what will have the greatest impact on the people you lead and love."

Brian Walker - CEO Herman Miller - a global leader in office products and furniture that create great places to work.

"Marshall Goldsmith is known for getting to the heart of issues, and MOJO helps you get to the heart of your motivation. He differentiates happiness which is short term and often illusory and true meaning in life. He provides a survey for you to measure your MOJO and provides a way to change what you can and let go of what you can't! He discusses the building blocks of MOJO: identity, achievement, reputation, and acceptance. Then he provides the tools to make the changes you desire. As a professional coach, Goldsmith knows how to help individuals get control of their lives and work, and make the changes to be and do what they want. If you are not satisfied that you are accomplishing all you want to accomplish or enjoying it as much as you would like, check out your MOJO!"

Sheryl Dawson - COO Total Career Success, Inc. and Author of Job Search: The Total System, which helps professionals and executives advance their careers and achieve better jobs for better pay and a better life.

"Marshall is the coach's coach. No one is more of a listener, who learns from us (his students) from what we say or do not say. Taking from what he has heard, he molds for all of us a program to make us and our people better for having been in his presence."

Alan Hassenfeld - Chairman of the Board, Hasbro - a global leader in toys and games - and making the world smile.

"While Cessna focused continuous improvement on business results, Marshall helped me focus on our leadership team's continuous improvement. The impact is amazing. His practical no nonsense approach is making a positive impact both professionally and personally on all of us. I have never had so much fun working on such a tough topic. Thank you Marshall!!!!!!!!!!!!!"

Jack Pelton - CEO Cessna - the world's leading designer and manufacturer of light and mid-size business jets.

"In his charming, rascal-like manner, Marshall is able to address uncomfortable issues in a non-threatening way - as a result not only does the leader get better - the whole team gets better!"

George Borst - CEO, Toyota Financial Services - managing over \$60 billion in assets - has doubled in size in the past five years.

"Marshall's valuable insights on leadership development and the related responsibilities of coaching and mentoring were critical to our general officers and their spouses. These are turbulent times, and the tools and

techniques that he shared with them were therefore vitally important as they returned to their various commands and leadership responsibilities."

General Eric K. Shinseki - Former Chief of Staff , U.S. Army - some of his honors include: two Purple Hearts, two Legion of Merits, three Bronze Stars and the Distinguished Service Medal.

"Marshall helped us determine that the role of a leader is about inspiring others. He showed us how to inspire others and build lasting relationships. He challenged our team and they loved working with him."

Cass Wheeler - CEO American Heart Association - one of the world's leading volunteer health care associations.

"Seasoned executives often have a difficult time accepting that they can get better and understanding what they need to do to get there. No one operates at this level better than Marshall Goldsmith. The difference he has made with me is truly exceptional - and the only thing better is what he has been able to help me do with my senior executive team. Marshall is truly an exceptional person and coach."

Bob Cullen - CEO Thomson Healthcare and Scientific - a leader in providing information for healthcare professionals.

"As a coach, Marshall is like a best friend who tells you honestly what you need to know in the spirit of helping his best friend to do even better. He does this with genuine feedback from your colleagues, properly interpreted, which is actionable. He helps you to create a feedback loop which helps to make you a better leader and to measure how much you have improved. As a CFO, I believe in measurement!"

Jim Lawrence - Vice Chairman and CFO General Mills - winner of a CFO Magazine - Excellence Award for Leadership, Development and Training.

"Marshall was tremendously successful in helping our leaders to better appreciate the value, art and impact of effective leadership. He focused on practical coaching tips that will help our leaders raise the bar on performance. His quote "coaching is simple, but not easy" told us you don't have to be fancy, but you must have the courage to lead. His humorous approach allows his audience to relax and enjoy the key messages. Our organization will definitely welcome him back!"

Darnell Smith - Group Vice President, Service - Blue Cross & Blue Shield of Florida.

"Marshall's sessions have greatly assisted me and my management team in focusing on the best possible leadership and management techniques. I found Marshall's unique approach to coaching and mentoring to be extremely effective. He deals with sensitive issues in a way that is practical and fair. He refreshes existing skills and presents the latest techniques to accommodate the ever changing corporate structure. He is a pleasure to work with and I continue to attend his sessions."

Rick Berry - President, Independence Capital Partners, a family of funds with \$4 billion dollars under management.

"Somehow, the words 'thank you' just don't seem like they're enough, Marshall. I have never received as many compliments and enthusiastic appreciative comments as I did from my peers for bringing you to the NSA Rocks main stage. Your presentation was masterful; many believe the best ever at an NSA convention. Considering that we have had Colin Powell, Tony Robbins, Zig Ziglar, Ken Blanchard, Lou Holtz, Brian Tracy and hundreds of other top-notch keynote speakers in our 35-year history, please take to heart the magnitude of this feedback.

Your warm, casual, friendly, and humorous style could not conceal the brilliance of your ideas and advice, and each and every person in the room found a vault of information that was relevant to make them a better in their personal and professional lives. We could have listened to you for hours on end."

Eric Chester, CSP, CPAE - Bestselling Author and Intl. Hall of Fame Speaker, Generation Why, Inc.