

Great leaders create thriving environments that inspire, influence and motivate their teams to go farther than they thought possible. Great leaders are masters of communication and know how to keep themselves and others accountable. Great leaders know their internal compass and what guides them.



To grow as a leader, you need to continue to grow as a person. Having a “leadership growth co-pilot” on your side allows new insights and perspectives into how you can bring all of you into the game and raise the bar on your effectiveness. I am an experienced executive coach who partners with you to help you set and reach the goals that will elevate you to the next level.

Coaching Approach

My coaching process is a means of empowering leaders to find answers and make choices that produce growth. It’s about filling the gaps between where you are and where you want to be - usually by shifting your perspective and then changing behaviors based on your new ways of thinking. Together, we look at where you really shine, what gets in your way, and then collaborate to create change that gets you the results you want. I use an approach to growth that adapts to you, the leader.

Success demands both inner and outer work - and with me, you’ll do both. My exceptional listening skills, insightful intuition, and connecting style helps leaders strengthen their leadership competencies, build teams and inspire top performing individuals. My style is to push and challenge “just enough”. I’ve helped leaders develop the confidence and rapport with teams needed to instill a drive for organic improvement at companies including Salesforce, Cisco, Toyota, Hewlett-Packard, Avidbank, WePay, Esalen, Mattson, SAP and many others. For more information go to RussElliot.com to view a list of testimonials and companies.

Background

Prior to being a full-time executive coach, I worked for 30+ years in HR and business, guiding leaders internally and externally through the challenges of leading organizations in many sectors. During my career, including over ten years in the top HR role, my professional focus has been on driving success through leadership development, executive coaching, talent management and organizational change management.

I am recognized as an expert in the levers affecting company culture and use this extensive knowledge in my coaching practice. I founded the Conscious Culture Group based on the belief that culture is the competitive advantage and executive leadership is what drives culture. By impacting leadership, culture can be transformed. I have been on the faculty of UC Berkeley extension, Center for Creative Leadership, Global Institute of Leadership Development and the Women’s Institute of Leadership.

Recent Coaching Testimonials

- “My coaching experience with Russ was transformational.” – SVP Engineering at Salesforce
- “Russ’ experience shows as he quickly taps into his intuition to identify underlying issues of complex situations.” VP Strategy at WePay
- “Russ’ ability to help you see through and beyond what is in front of you and develop clear goals is just brilliant.” Head of Cisco Australia Commercial Sales

Education, Publications, and Certifications

I hold a BS in Management Science from SUNY and an MA in Human Resources from the University of Illinois. I am PCC certified from the International Coaching Federation, SPHR certified and have had numerous published articles including in Warren Bennis’ Leadership Excellence Essentials. I regularly speak at conferences on leadership and culture. I am certified in Workplace Big 5, StandOut, MBTI, TMBC model, FIRO-B and FIRO-Business.