



## **ROXANA BAHAR HEWERTSON, CEO**

**Highland Consulting Group Inc.**

Leadership authority Roxana (Roxi) Bahar Hewertson doesn't just talk the talk – she's walked the walk. Having herself served on the executive front line for many of her 35 years in leadership, Roxi has spent her entire career revealing myths and honing truths as to what makes a leader successful in their role, or not. Revered for her no nonsense, nuts-and-bolts, tell-it-like-it-is approach, Roxi helps both emerging and expert leaders boost quantifiable job performance in various mission critical facets of business, including service, sales, education/training, productivity, and profits, to achieve or exceed organizational and career goals.

At the core of Roxi's success as CEO of Highland Consulting Group Inc., based in upstate New York, is her passion to empower leaders on their journey to building their leadership skills, honing their interpersonal effectiveness and sharpening their capacity to create great results. She brings practical, common-sense and proven solutions to complex managerial and organizational issues, making her advice and counsel highly requested by leaders nationwide. Roxi's academic, corporate and entrepreneurial experiences are broad and deep, allowing clients to benefit from her wealth of expertise to solve business problems and accelerate their personal and professional success.

Roxi's trademark "Leading with Impact: Your Ripple Effect" is an intensive that moves leaders through four mastery levels: personal, interpersonal, team and system – a compelling process for self-discovery and sustainable results. Her methodology has contributed to significant business growth, increased employee engagement, and reduced training costs and litigation. She has also successfully negotiated union contracts and turned once adversarial relationships into positive working relationships.

Roxi is an expert in Organizational Development, Organizational Behavior, Organizational Effectiveness and Human Resources Management, and teaches this body of knowledge at Cornell University's School of Industrial and Labor Relations. She served as Director of Administration, Facilities and Finance at Cornell, where she built a competitive leadership development program with a waiting-list of applicants competing for admission every year for the past 18 years. There, she was responsible for a \$250M non-academic operations budget and 2,000 professional, bargaining unit, and administrative staff.

Today, Roxi works with an exclusive group of clients, providing intensive one-on-one guidance and feedback to launch or course-correct women and men who have a deep desire to make a difference in their organizations, lives, communities and the world. For more information, visit [www.highlandconsultinggroupinc.com](http://www.highlandconsultinggroupinc.com).