



CEO BIOGRAPHY

Yael Sara Zofi



Selected Clients

AT&T • Chase • Chipcom • Chubb Insurance • Cigna • Clifford Chance • Con Edison • Credit Suisse First Boston • Crum & Foster • Deutsche Bank • DialAmerica • Dynetrix (Nortel) • Elscint Medical Systems (now Philips Medical) • Ford • General Electric • Goldman Sachs • Heat Tech • Himont Chemicals • HSBC • IAC Interactive • JCC of West Orange • JPMorgan Chase • Junior Achievement • Ken's Marine • M&T Bank • Marsh & McLennan • Merrick JCC • MetLife • Movado • National Academy of Elder Law Attorneys • NY Blood Center • New York Times • NYS Society of CPAs • New York University • Nokia • NPD Group • Pepsi-Cola • Pfizer • Pharmacia • Philips Medical • Price Waterhouse Coopers • Provident Bank • Reliance National • RiskMetrics • Saks Fifth Avenue • Ship to Shore • St. Peters Medical Center • Scudder Kemper • Science Industry Business Library • SG Cowen • SmileAlign • Société Générale • Southland Corp. (7-Eleven Stores) • Star Media • State Street Research • Union for Reformed Judaism • Viacom (MTV Networks) • Virtual Communities • Vista Computers • Volvo • Warner Lambert

Proprietary Tools

AIM's tools: *GlobaLeadership™* (GL) Suite: GL Self Assessment, GL Leader-360 Feedback, GL Team Assessment (for virtual and dispersed global teams), GL Team-360 Feedback Tool (for virtual and dispersed teams), Virtual Team Set-Up (for newly formed teams), Mid-Level Manager People Management Assessment (PMA™ tool for mid-level managers and those transitioning from technical and business expertise to people management responsibilities and/or those taking on more responsibilities for managing larger number of people and teams), *TACT™* (Tune-In, Assess, Coach and Transform) Cross Cultural Coaching Process, Cultural Lens Inventory, Cultural Dimensions Assessment and various other tools focused on assessing cultural communications, virtual team effectiveness and trust building in global business settings.

Certifications

Yael Sara Zofi is the Founder and CEO of *AIM Strategies®*, a Human Capital Consulting firm specializing in global leadership development. For 20+ years she has applied behavioral science techniques to organizations and teams and has dedicated her efforts to improving productivity in the areas of global leadership consulting, virtual team training, cross cultural coaching and team building facilitation.

Throughout her career, Ms. Zofi worked with clients in the high-tech, financial services, pharmaceutical, healthcare, electronics and media industries as well as non-profits and educational institutions. Her organizational development work focuses on helping leaders and teams become more successful through strategic alignment and guided change. She created assessment tools, facilitated global team strategy retreats, designed international talent management programs and lead merger integrations with three global organizations. Ms. Zofi also implemented process improvement, talent retention and performance management programs across three continents. Prior to forming *AIM Strategies®*, Ms. Zofi was Senior Vice President of Performance Management, Leadership and Organizational Development with J.P. Morgan.

While at Morgan, Ms. Zofi facilitated several global transformation initiatives, including working with senior management to implement performance, customer and organizational strategies aligned with new business directions, technologies and public policies. She worked in Asia (Japan, Hong Kong, Singapore and Australia), Latin America (Argentina, Brazil and Mexico) and Europe (UK, France, Germany, Austria, Belgium, as well as the Eastern Block). Prior to Morgan, she spent several years with Accenture (Change Management) and Price Waterhouse Coopers (Post-Merger Integration) working on business process reengineering and leadership development assignments.

A frequent presenter at seminars, Ms. Zofi has been a guest speaker at conferences, professional organizations and board groups. She has published several papers on global leadership and cross cultural communications, with the most recent ones on Innovation - [Taking a Page From Thomas Edison](#) (2006) and Virtual Teams - [Bringing Reality to Your Virtual Team](#)

Appreciative Inquiry • Center for Creative Leadership Benchmarks • Conflict Dynamics Profile • DeBono's Six Creative Thinking Hats • DISC Communication Styles • ERC, Gillman, 360 By Design, Custom Insights and Clark-Wilson 360-Feedback • FIRO-B • Four Rooms of Change • Forté Team Performance • Future Search Strategic Planning • Hogan • MBTI • Open Space Technology • PDI Profilor • Process Consultation • Prospector • Skillscope • TRACOM Interpersonal Styles • Voices Lominger's Tool

Favorite Topics

- Virtual Teams
- Turnaround Management
- Performance Management
- Transitional Leadership Issues
- Cross Cultural Communications

(2007).

She writes a Column called “**Your People**” with *Long Term Living* Magazine and has recently published three booklets: [Communicating Through a Global Lens™ – How to Broaden Your Perspective in a Cross Cultural World](#) (2007), [TOPS™ – Managing UP - How to Identify Your Manager’s Style and Build a Stronger Relationship](#) (2007), and [Work Your Network – Making Impactful Business Connections](#) (2008). Yael’s current book, [A Manager’s Guide to Virtual Teams](#), will be released in August of 2011.

Active in her community, Yael led the Chamber of Commerce Business Entrepreneurship Roundtable and ran cross cultural communications workshops for international executives. As a Professor at New York University, she designed and taught courses (1995-2003): Leadership and Business Transformation, Leadership and Management Skills, and Management Principles and Ethical Practices to professionals and MA/MBA students.

Ms. Zofi serves on the Chief Learning Officer Business Intelligence Board, Social Networking Board, and is former Organizational Development Network (ODN) Board and Program Committee Chair. She also belongs to American Society for Training and Development (ASTD), the Association of Psychological Type (APT), the Human Resources Planners Association (HRPS), the National Association of Female Executives (NAFE), and the Society of Human Resources Management (SHRM). Mrs. Zofi holds a Business Management degree from Rutgers University, a Masters Degree in Organizational Development and Change from Columbia University and advanced post-graduate certificate with American University/National Training Laboratory (AU/NTL) Institute for Applied Behavioral Science.

For additional information, visit the AIM Strategies® website: <http://www.aim-strategies.com> or call: 718-832-6767/6699.

“Our innovative people strategies - practical consulting, interactive training and hands-on coaching - help leaders drive business results.”

AIM Strategies® - Applying Innovative Management Strategies Since 1998.