

**EPHRAIM SCHACHTER, EXPERT IN C-SUITE TEAM LEADERSHIP,
JOINS THE STRICKLAND GROUP AS EXECUTIVE VICE PRESIDENT**

NEW YORK, NY – April 13, 2005 – The Strickland Group, one of the country’s leading executive coaching consultancies, announced today that Ephraim Schachter, a widely recognized authority on C-Suite team leadership, has joined the firm as Executive Vice President.

Says Kathleen G. Strickland, Founder and Chairman of The Strickland Group, “Ephraim’s expertise in organizational and leadership effectiveness – particularly in assessing, developing and aligning executive leaders and their teams – makes him an ideal addition to our firm. As a senior member of our professional team, he will contribute both his in-depth knowledge across industries and his business acumen to our engagements with the world’s premier organizations.”

“Leaders often assume that once they have reached the ‘C-Suite,’ little maintenance is needed to make their executive teams function effectively and smoothly – just make broad pronouncements and expect the team to get the job done,” says Mr. Schachter. “But, today we are seeing unending examples of executive team dysfunction – and the disappointing organizational performance that results. In my coaching, I provide leaders and their teams with alternative approaches, tools and perspectives to get the job done, and achieve better, long-lasting corporate results.”

Prior to leaving private practice to join The Strickland Group, Ephraim Schachter was a Principal with Mercer Delta Consulting, helping launch their Executive Resources practice. While there, he helped clients realize change initiatives – mobilizing and aligning their leadership, assessing organizational change readiness, and devising and implementing focused change strategies. Additionally, he helped clients implement competency-based executive development processes to develop senior and high-potential leaders.

Before joining Mercer Delta, Mr. Schachter worked for Wilson Learning Corporation, a leading training and development firm. There he managed strategic client accounts – bringing sales force effectiveness, management development and interpersonal skills organizational learning to Fortune 1000 clients.

Mr. Schachter has worked across industries, with emphasis in financial services, pharmaceuticals and consumer healthcare. His distinguished list of clients has included Aetna, Baxter Healthcare, The Estee Lauder Companies, Guardian Life Insurance, Johnson & Johnson, Pfizer, Schering-Plough, and Unilever. He has also served the non-profit sector, working with United Jewish Communities and Federations of North America, and the University of Pennsylvania Health System.

Prior to his work in the organization effectiveness field, Ephraim Schachter practiced law with a Manhattan litigation boutique, counseling both corporate and pro bono clients. He earned his Juris Doctor degree from Yeshiva University's Benjamin N. Cardozo School of Law, where he served as Editor-in-Chief of the Moot Court Board, and holds a Bachelor of Science in Business Administration from Boston University. Mr. Schachter also holds certifications in assessment, development and innovation processes including CCL's *Benchmarks® Developmental Reference Points and Executive Dimensions*, Management Research Group's *Leadership Effectiveness Analysis®*, and CDR Assessment Group's *Character, Driver & Rewards and Risk Factors 3D Assessment Suite*.

About The Strickland Group

One of the country's leading international executive coaching, career transition and communications consultancies, The Strickland Group has worked with hundreds of senior executives over the past 16 years. Founded by Kathy Strickland in 1989, The Strickland Group has built a reputation for helping

organizations and their employees achieve unprecedented success. The Strickland Group's services raise the level of leadership and executive performance, and are known for offering an astute business perspective, combined with finely honed strategic and problem-solving skills.

A highly-focused and proactively positive approach has created successful and satisfied clients who continue to work with the firm year after year. The firm is recognized as an organization that delivers the highest quality, customized executive development services, which provide results beyond client expectations.

Contact Information

To speak with Ephraim Schachter, Kathy Strickland, or to learn more about The Strickland Group, please call Davia Temin or Jane Trombley of Temin and Company at 212 588 8788 or news@teminandco.com.