

Carole Gill



Carole Gill is the owner of CRG Partners for Business Performance, a human resource development company headquartered in Tampa, Florida. CRG works with business leaders to transform organizations from authority-driven to responsibility-based by developing 21st Century Leaders™ and creating high-performance environments founded on trust and mutual accountability.

Known as an “attitude expert and people developer,” Carole has designed and presented programs to Fortune 500 companies, educational conferences, and professional associations on topics such as “Living Your Life With Intention™”, “Attitude and the Bottom Line™”, Developing Effective Teams, and “Leadership in the 21st Century™”. For the last four years, Carole has been invited to facilitate the University of Tampa’s MBA “Fast Start” program developed by UT’s College of Business as a requirement for students beginning the MBA program.

Carole's 17+ years in Corporate America prior to establishing CRG in 1996 have enabled her to connect theory to real life, engaging individuals to unleash the power they have within themselves to grow to their fullest potential. She is actively involved in the Greater Brandon Chamber of Commerce's Community Leadership Development Program and serves as President-Elect of the Leadership Brandon Alumni Association. She has served on the GBCC Board of Directors, currently serves on the YMCA Board of Directors, and is an active member of NSA, ASTD, IAF, SHRM, NAFE and NAWBO. She is an award winning, authorized distributor of Inscape Publishing products, a certified associate of Integro Leadership Institute, and has been certified as a PMA Executive Coach through Florida Management School.

In 1999, Carole was named as the National Association of Women Business Owners (NAWBO) “Team Builder of the Year,” and the following year was awarded NAWBO's “Teal Heart” for her outstanding volunteerism, dedication and contribution. Carole was selected as one of twenty award finalists for the 2002 Tampa Bay Business Journal's Distinguished Women in Business Award, and was the recipient of the GBCC 2003 Small Business of the Year Award. In November 2005, Carole was selected to present at the International Consultant's Conference in Bermuda.

We are,
what we repeatedly do.
Excellence then, is not an ACT,
But a HABIT.

~ Aristotle ~



CRG ... Partners for Business Performance
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Leadership Development and Coaching

Are you working harder but not getting better results?

There has never been a time in our history when there has been a greater need for a *new way of doing business*. It's time for executives and their management staff to move from a control-based environment to a responsibility-based environment. This means building trust and creating emotionally intelligent leaders; leaders whose actions are consistent with the organization's values, who believe employees are trustworthy and capable, and are able to create a work environment where people are encouraged to be open, creative, proactive and accountable for results. CRG provides long-term leadership development, team development, and one-on-one coaching to develop responsibility-based leadership skills and behaviors.

Strategic Thinking and Business Planning

How can you get all of your employees moving in the same direction?

In order to get people moving in the same direction, trust, clarity, and commitment to common goals must begin at the top of the organization. CRG facilitates teams through the process of developing strategic initiatives that are linked together across all departments, painting a picture of the organization's future that all employees can understand and embrace.

Building Effective Teams

How do you build a cohesive team within your organization?

The key is to establish the foundation for success. Effective teams don't just happen. They must be created, evolving from immaturity to maturity, before they reach their full potential. Find out how teams can increase productivity and performance in your organization by applying a disciplined approach to team development.

Conflict Management and Resolution

How can you eliminate conflicts between departments?

Most times departmental conflict is just a symptom of a more global issue ... employees don't see the big picture. As a result, they focus only on one piece of the pie ... their piece! Communicating a common vision and clearly defined objectives can eliminate much of the departmental conflict. CRG helps your employees develop more effective communication and negotiation skills, creating an environment where people use conflict as an effective tool to develop new and better ways of doing things.

Building Emotional Intelligence Competencies With AiA[®]

Wondering how to get past interpersonal differences and deal with "difficult" people?

Just as we each have our own unique appearance, skills and talents, we also have our own unique ways of doing things and relating to others. Most people usually don't do things intentionally to frustrate others; however, we may annoy others at times simply because we behave differently than they do.

The dynamic AiA[®] process creates a foundation of self-discovery, using small group interaction, shared personal experiences, individual and group activities, and facilitator led discussion. Participants move through ten high involvement areas critical to increasing emotional intelligence, enhancing self-awareness, listening and communicating effectively, strengthening positive attitudes, facilitating and adapting to change, and improving relationships for greater personal and professional success.

Creating an Ongoing Process of Learning

Are you spending time and money training employees but not seeing sustainable results?

From customer service to supervisory skills, goal planning to time mastery, diversity awareness to coping with stress, CRG provides customized business solutions to meet the unique needs of your organization. We believe that effective training is not an event, but a process that takes time and commitment from the entire organization. Behaviors and habits are not changed in a one-day seminar. All of our programs include ongoing coaching and follow-up to ensure positive, sustainable results.