



Clifford F. Eslinger
Managing Partner

Cliff's consulting is grounded in over 25 years of experience working directly with senior executives in the areas of strategic planning, plan execution, executive assessment and leadership development. Cliff's industry specializations include energy, manufacturing, professional services, health care, and financial services.

Before forming Vantage, Cliff was senior vice president and managing executive of Spherion's Human Capital Consulting Group. He led that organization to become a top tier management consultancy in client relationships, people, processes and profits. In 2001, Cliff was the sole recipient of the Pinnacle Performance Award – Spherion's highest honor – for demonstrated excellence in leadership, financial achievement and innovation for five consecutive years. (Spherion is a Fortune 1000 company with a workforce of over 300,000.)

Prior to Spherion, Cliff worked for the international management consulting firm King, Chapman & Broussard, serving as managing principal of their Houston business and as a member of their executive committee. As president of Malibar, Inc., a regional consulting firm, he served as principal negotiator in a \$700 million government-to-government natural resources sharing agreement. Cliff has been the facilitator for the development of over 300 strategic business and marketing plans and has consulted with several hundred senior executives on their personal leadership development.

Cliff earned his Master of Business Administration from Pepperdine University in the Presidential/Key Executive Program, and received the Certified Business Communicator designation from the Business Marketing Association. Cliff is a board member of *The Greensheet* – a free weekly publication and website for low-cost shopping and selling for people and businesses in Houston, Austin, and Dallas/Fort Worth. He has served as an advisory board member for and continues to actively support the University of Houston Bauer College of Business.