

HOLBERTON GROUP

**Business Advisory
and Executive
Coaching Services**

*Individual and Organizational
Leadership through Sound
Financial Practices*



HOLBERTON GROUP, Inc.

151 Tower Road, P.O. Box 254, Lincoln, MA 01773
ph. 781-259-9719 • fax 781-259-9724 • www.holberton.com



Inside...

About Phil Holberton

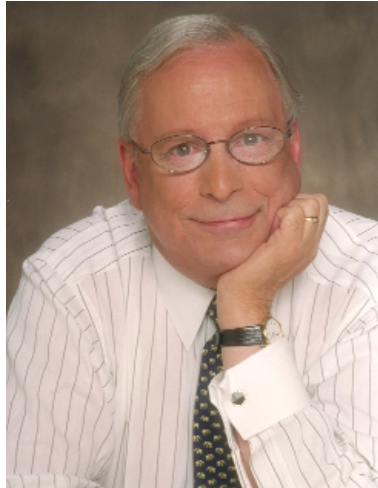
Business Advisory and Executive Coaching Services

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About Phil Holberton



Philip V Holberton

Phil Holberton has more than two decades of experience in financial management, strategic planning, business development, operations, leadership development, and executive coaching for senior executives. In addition to his business advisory and executive coaching practice, he teaches “Leadership for Technical Professionals” as an adjunct professor at Brandeis University’s Masters in Software Engineering Program.

Phil’s background includes executive positions with Cambridge NeuroScience, General Cinema Theatres, Genome Therapeutics, and Becton Dickinson & Company. He has also served as an executive coach for senior management teams of various companies. Holberton is a Certified Public Accountant and has completed the advanced certificate management program at Harvard Business School entitled “Managing the Information Services Resources.” Throughout the course of his career, he has completed private and public financings in excess of \$500 million.

In addition to being on the Executive Board of the MIT Enterprise Forum of Cambridge, he is chair of that Forum’s Case Presentation Committee, responsible for bringing monthly case studies to the public. He is a past president of the Financial Executives International’s Boston Chapter of 1,000 financial officers. Holberton serves on the Board of the New England Chapter of the National Speakers Association. He is also on the Board of Directors for Barbour Stockwell.

When not advising, coaching, or speaking, Phil enjoys playing squash and in the spring of 2001 earned his 1st degree black belt in karate after four years of training. He lives in Lincoln, Massachusetts with his wife and son.

Business Advisory Services

Individual and Organizational Leadership through Sound Financial Practices

Service

Advise and Develop HR Capability

Arrange Bank Loans

Conduct Financial Fitness Reviews

Develop Cash Management Systems

Develop Emerging Leaders

Develop Organizational Alignment

Facilitate Management Meetings

Lead Audit Committees

Lead Team Building

Maintain Accounting Records

Motivate and Inspire Employees

Prepare Financial Reports

Prepare Investor Presentations

Provide Individual and Team Coaching

Secure Equity Capital

Render Objective Feedback to Executives

Benefit

Identify most cost-effective benefits combination; develop human capital function

Secure adequate financial resources to fund business strategy

Avoid disasters, write-offs, and public embarrassments

Ensure sufficient cash resources are available at appropriate time

Limit on-the-job learning; reduce the risk of leadership failure

Align organizational needs with business strategy

Enhance organizational effectiveness; reduce time of strategy implementation

Improve financial governance; avoid unfavorable public exposure

Maximize team performance to accelerate achievement of business strategies

Produce timely and accurate financial records for management team

Provide employees sense of purpose and direction; improve work productivity and job fulfillment

Maintain continual, accurate financial information; avoid disasters by managing and communicating expectations both internally and externally

Foster faster acquisition of funding

Accelerate development of the individual and the larger business leadership team

Ensure adequate equity resources are available

Improve executive performance and self-esteem; work with executives to produce maximum results

Client Comments

"Phil Holberton's experience, wisdom and judgment have contributed substantively to me and to Genome Therapeutics' performance. The discipline he brought to the project management of GTC has been super. He is a real professional and a pleasure to work with."

*Robert A. Hennessey
Chairman, Genome Therapeutics Corporation*

"Phil provided timely support, guidance and, if requested, tactical execution for financial and critical path issues for our new company; he was of great value in discussing broad, strategic [issues] and day-to-day issues."

*John M. Carnuccio
President and CEO, BioSphere Medical, Inc.*

"Phil Holberton joined Barbour Stockwell's Board of Directors at the board's inception. He has proved to be a valuable resource. As a growing company, we have particularly appreciated his advice in strategizing as well as in the operational issues involved in managing projects and financing."

*Kenneth Maillar
President and CEO, Barbour Stockwell Incorporated*

"As an aspiring leader, I found Phil to be an invaluable resource in helping me take it to the next level. Both his personal experience in executive leadership and dedication to ongoing improvement of today's leaders was the exact blend I was looking for. His coaching style was objective yet encouraging, helping me make the right and tough decisions."

*-Christine E. Lauzon
President, Sales Resource Group*

"Over the last several years as I have developed my career as a Life Sciences President and CEO, Phil has been instrumental in helping me focus on the necessary leadership skills and the strategies and tactics to be employed and (avoided) in building successful teams."

*-Richard D. Gill
President and CEO, AnVil Informatics*



Contact Information

Phil Holberton works with CEOs and other senior managers who are striving to create increased value for their organizations and themselves. To find out more about his business advisory and executive coaching services, please contact him.

Phone: 781-259-9719
Fax: 781-259-9724
E-mail: pholberton@holberton.com
Web Site: www.holberton.com
Mailing Address: P.O. Box 254
Lincoln, MA 01773

To receive Phil's free, biweekly e-zine *Speaking of Leadership*[®], which focuses on communicating timely business and leadership strategies, please visit www.holberton.com.

We look forward to working with you.

