



Clifford F. Eslinger
Founder and Managing Partner
Vantage Associates-West, Inc.

Cliff's consulting is grounded in more than 40 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 Associates in 2004, 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 National Performance Award – Spherion's highest honor – for demonstrated excellence in leadership, financial achievement and innovation over multiple 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. He served as Managing Principal of the Houston business and was 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. He has delivered over 200 public presentations on attributes of business planning and executive managerial leadership. Cliff has developed more than 300 strategic business and marketing plans and has consulted with several hundred senior executives on their professional 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.