



## NILA G. BETOF, PHD

Chief Operating Officer

Nila Betof has extensive experience coaching leaders in the C-Suite through emerging level talent and brings over 30 years of operational and management experience to *The Leader's Edge/Leaders By Design*. She has substantial experience in career development consulting, assessment, leadership development, executive coaching and organizational change. She has consulted on hundreds of leadership development programs and organizational change initiatives. She is certified in a variety of assessment tools and behavioral interviewing techniques. In 2011, Nila was recognized for her leadership efforts and received the SmartCOO Award (from *SmartCEO Magazine*).

Nila's corporate career included a number of senior-level positions managing both line operations as well as staff functions. Nila has served as Chief Operating Officer for two companies. She has held executive positions in Information Technology, Human Resources and Strategic Planning, in addition to her line experience managing operations, service delivery and revenue generating organizations. With her extensive corporate experience, Nila has coached and consulted for a wide range of companies, including Fortune 100 and Fortune 500 firms. Some of her assignments include: AstraZeneca, CitiBank, Dow Chemical, GlaxoSmithKline, Enzon Pharmaceuticals, Lincoln Financial Group, KPMG, and PECO Energy.

Nila is also actively involved in civic endeavors. Nila has served on the Board of the Thirty-Percent Coalition, a national organization committed to the goal of women holding 30% of board seats across public companies. Nila is a Board Member and former Secretary of the Board of Dance Affiliates, an international dance organization bringing world-renowned dance performances to Philadelphia. Nila served as Board President of The Forum of Executive Women, the premier senior women's leadership organization in the Greater Philadelphia region. In 2014, Nila served on Temple University's Fox School of Business Employer Advisory Council, which looked at business competency development in their MBA program. She previously served on the Council of the Pennsylvania Horticultural Society and was Chair of the Human Resources Committee.

Nila was a professor at The American College in the Master's Program in Leadership. She was also an instructor for The American College's 2014 Women's Leadership Academy Summit. Nila is frequently asked to be a guest lecturer and speaker on issues involving women in Corporate America, political savvy and influence strategy. Nila holds a Ph.D. in Organization Development from Temple University, a Master's Degree from the University of Pennsylvania and a Bachelor of Science Degree from Temple University.

Nila has published in the area of talent management and leadership. She and her husband are co-authors of the book [Just Promoted!](#) on how to successfully transition into new leadership roles and [Leadership Lessons for Any Occasion: Stories of Our Mothers](#) (ATD Press, 2018). She has written chapters in [The Talent Management Handbook](#) (McGraw-Hill, 2004 & 2010) on how to retain women leaders. She has done research in the area of women as leaders including a study on [Women CIOs and the Art of Influencing](#) published by the CIO Executive Council.