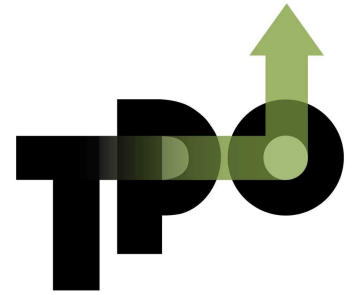




LEADERSHIP

EVE FRAMIÑAN
PRESIDENT & CEO



“Real results come from changing the way you think about your people, recognizing how they differentiate you in your market.”

Eve Framiñán, TPO's President and CEO, combines business experience, equanimity and a passionate belief that people are the best, and in some cases the only true way to differentiate her clients in their marketplaces. She joined TPO in 1999 and became the firm's managing partner in 2004.

Eve began her business and study of people right out of college as an entrepreneur when she co-founded a café in Washington, DC. After helping a local restaurant chain grow from two locations to seven, she led the expansion of a food importing business from one city to two. Eve next focused on expanding her human capital expertise by joining one of America's largest privately owned companies where she managed HR for North America and later led a division-wide change initiative during an industry revolution. Not wanting to let the mix of HR and business leadership become imbalanced, Eve returned to graduate school in the midst of her career and earned a Master of Business Administration.

Eve's strength is her ability to broaden executives' perspectives about linking people practices with the essentials of business: sales and marketing, finance, operations and technology, and customer service/delivery. “Human Resources, even at the executive level, too often focuses on programs and process improvement. Real results come from changing the way you think about your people, recognizing how they differentiate you in your market, and aligning your systems to fully capture that potential.”

Eve has worked with dozen of organizations to make them more successful. She has changed performance outcomes at companies like Carlson Wagonlit Travel and Gourmand. She has helped companies improve their value in anticipation of being sold including Heritage Bank, The American Cafe, and NCRIC. Eve recognizes the unique contributions non-profits make and is proud to have helped numerous groups achieve their missions including the League of Conservation Voters and the Brain Injury Association of America.

Eve regularly addresses audiences on radio and stage on a broad range of Human Capital topics. Eve serves as a source for journalists and has had articles published in various journals including Small Business Ideas Magazine, SmartCEO Magazine, Washington Business Journal and The Washington Post.

Eve is an avid fan of live music and rationalizes her frequent visits to music venues as her contribution to supporting local businesses. Eve spends as much time as possible at her family's house on the Chesapeake Bay.