

## BRENDA HARRINGTON



Brenda Harrington works with leaders in private, public, nonprofit, government, and intergovernmental organizations (IGO's) to help them enhance their leadership competencies and capacity. She partners with clients to support the development of professional habits that will enable them to have greater impact.

### Leadership Experience

Brenda's practical experience includes management positions with Mobil Oil and AT&T, as well as experience in Global Mobility working with leaders impacted by corporate group moves and individual relocation assignments. Immediately prior to establishing Adaptive Leadership Strategies, she was the Executive Vice President of property management and consulting firm. Her experience augments formal training and professional certifications for leadership coaching, human capital development, global mindset and global business.

### Helping Leaders Learn

Among the things Brenda's clients have in common is a commitment to learning and development. Organization's she works with span a broad spectrum of sectors. As a Moderator for the Corporate Learning Division of Harvard Business School Publishing (HBP), Brenda facilitated leadership development courses for HBP corporate clients worldwide. Philanthropically, she is a Leadership Development Coach for the Global Good Fund, a fellowship program providing leadership development resources for social entrepreneurs ([https:// www.globalgoodfund.org/](https://www.globalgoodfund.org/)).

Brenda is a core global faculty member with May & Company, Berlin Germany, where she works extensively with World Bank Group (WBG), International Finance Corporation (IFC), the United Nations High Commissioner for Refugees (UNHCR) and Inter-American Development Bank (IDB). She has worked with more than 100 international development leaders to provide coaching, conduct competency-based interviews and assessment debriefs using the Hogan Leadership Forecast assessment and TruScore 360. Brenda has also facilitated department retreats, offsite meetings and targeted team interventions, face-to-face and virtually.

Areas of focus for Brenda include the assimilation of global leaders and expatriates into new environments, the development of leaders working with diverse teams and the ability of leaders to effectively exercise influence across cultures. Her insights on global mobility have been featured in The New York Times, US News & World Report, and CNN Money Magazine.

## **Learning Environment**

Brenda works clients one-to-one, in learning cohorts and teams. She is an experienced user of WebEx, Zoom, Microsoft Teams and GoToMeeting. Brenda has designed and delivered learning experiences for cohorts ranging in size from 10, to more than 60 participants with a duration as long as six months. She has a particular affinity for blended programs that combine cohort learning with coaching using a participant-centered, or action learning approach.

## **Professional Certifications and Education**

### **Leadership Coaching**

- Certificate in Leadership Coaching, Georgetown University
- Professional Certified Coach (PCC), International Coach Federation
- Certificate in Government Coaching, University of Government Coaching

### **Assessments and Surveys**

- Hogan Leadership Forecast Series (Level 1) & Hogan 360, Hogan Assessment Systems
- Global Mindset Inventory and Facilitation, Thunderbird School of Global Management
- Global DISC, ICQ Global
- PXT Select™, PXT Select™ Leadership, Checkpoint 360, Wiley

### **Professional Affiliations**

- Certified Global Business Professional (CGBP)
- National Association of Small Business International Trade Educators (NASBITE)
- Certified Relocation Professional (CRP)
- Worldwide Employee Relocation Council (WERC)

### **Education**

- Master of Science, Business, Virginia Polytechnic Institute and State University, Pamplin College of Business
- Bachelor of Arts, Political Science, Adelphi University

Brenda can be reached at +1 (703) 723-6509 or [bharrington@adaptiveleadershipstrategies.com](mailto:bharrington@adaptiveleadershipstrategies.com).