

BRENDA HARRINGTON



Brenda Harrington is a certified executive coach, leadership development facilitator, author and speaker. She works with leaders in private, public, nonprofit, government, and intergovernmental organizations (IGO's) to help them enhance their leadership competencies and capacity. Her approach starts with partnering with clients to support the development of professional habits that will enable them to have greater impact.

Brenda has held management positions with Fortune 10 global firms and executive leadership roles with mid-size regional companies. As a Moderator for the Corporate Learning Division of Harvard Business School Publishing (HBP), Brenda facilitated leadership development courses for HBP corporate clients worldwide. Her affinity for working with global leaders extends to her work as a Leadership Development Coach for the [Global Good Fund](#), a fellowship program providing leadership development resources for social entrepreneurs).

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 360-survey debriefs. Brenda has also facilitated department retreats and offsite meetings, as well as targeted team interventions both face-to-face and virtually. Her insights on global mobility have been featured in The New York Times, US News & World Report, and CNN Money Magazine.

In her book *ACCESS DENIED: Addressing Workplace Disparities and Discrimination*, Brenda presents a series of stories that depict the lived experiences of people of color in a variety of workplace, professional and educational settings. The book is the foundation of Brenda's facilitated discussion forums and learning experiences focused on diversity and inclusion.

Brenda earned her BA in Political Science from Adelphi University and her MSB from Virginia Polytechnic Institute and State University, Pamplin College of Business. She completed leadership coaching certification at Georgetown University, and has been awarded the designation of Professional Certified Coach by the International Coach Federation. Brenda also holds certifications for Global Mindset facilitation from the Thunderbird School of Global Management, government coaching and team coaching and is certified to administer a series of psychometric assessments and 360-degree feedback surveys.

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A BROAD BASE OF EXPERIENCE WITH CLIENTS INCLUDING:

<i>American Assoc. for Clinical Chemistry</i>	<i>Federal Reserve Bank of Philadelphia</i>	<i>Nat'l. Committee for Quality Assurance</i>
<i>Attain Partners</i>	<i>Fluor</i>	<i>Nat'l. Park and Recreation Assoc.</i>
<i>Assoc. for Maternal & Child Health Programs</i>	<i>Hasbro</i>	<i>Treasury Executive Institute</i>
<i>Change.org</i>	<i>Interamerican Development Bank</i>	<i>UnicefUSA</i>
<i>Cargill</i>	<i>Marsh & McLennan Companies</i>	<i>University of Cincinnati</i>
<i>Cyren</i>	<i>Nat'l. Assoc. of Black Accountants</i>	<i>World Bank Group/IFC</i>

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REPRESENTATIVE ASSIGNMENTS

Practice Manager – Following a long tenure as an individual contributor in health care with limited management experience, the client was promoted to a leadership position with more than direct reports spanning 13 countries. The promotion coincided with the start of the pandemic, and all interactions were remote and virtual for the first two years. The organization follows strict protocols when it comes to conducting engagement surveys and soliciting feedback from direct reports and clients. At the end of the client's first, and second year in the position, survey results exceeded performance benchmarks, and the client was recognized for interactions with staff, and overall team performance. I had the privilege of facilitating a retreat for the team when they traveled to meet together for the first time since the pandemic, and in many cases meet each other for the first time. During our time together, they acknowledged how well my client adapted under challenging circumstances, and expressed appreciation for the work the client and I had done together. One person approached me to say that if he were to be promoted into a similar role, he would be inclined to request having me as his coach prepare.

Country Manager – Client was promoted from a position as a regional CFO to managing overall operations in a different country. Initial operations were remote due to the pandemic, but the client was able to relocate to the new country 13 months following the promotion. The client leads a team whose primary role is the implementation of work programs administered by the government, at the direction of a Minister of Finance. Approaching the second-year anniversary of being in the role, the work of the client and team was challenged by a military coup, resulting in the government the leader and team had established relationships with being overthrown. They were faced with having to establish relationships with the new government and adapt to different ideologies in effort to resume program implementation and meet performance goals. Because of the circumstances, the organization had adjusted projections for year-end results, expecting a drop off of close to 50%. The client was able to rally the team to make the requisite changes and get back on track, ending the fiscal year with results that were off by less than 20 percent.

Fund Operations Director – Client has been in the position of Operations Manager for several years overseeing an operation that was primarily transactional. The client has minimal experience as a manager of people, with a limited strategic perspective. When the Director of the division overseeing my client's department announced his retirement, my client decided to compete for the opportunity. As part of the competitive process, my client and other candidates rotated acting responsibility over a period of several months. During that time, the client and I worked closely on areas that would be essential for the success in the Director position. My client is a foreign national, and was experiencing challenges with cultural nuances that made it more of a challenge, at times, to exercise influence effectively across a highly diverse team, and interact appropriately with senior executives that followed local/domestic cultural norms. Following several months of acting director rotations, my client was selected to fill the Fund Operations Director position from a field of highly qualified candidates, many of whom had longer tenure with the organization and in their current positions.