



JOHN BRENNAN

COACH / FACILITATOR

John Brennan brings over thirty years' experience in business, focusing on helping organizations—their people, clients and investors—thrive by creating great cultures, leaders and human capital practices. His expertise has centered on helping leaders inspire their people to produce their best and aligning individual and organizational goals, motivations, and outcomes. He has been a member of a variety executive leadership teams in his career.

For the past five years, John has had the privilege of coaching and working with members of several executive team—CEOs, COOs, CMOs, CTOs, CHROs, CFOs and others—to help them continue to refine their leadership capabilities, sharpen their leadership brand, and find ways to help the teams they lead and are members of thrive. He also has facilitated executive off-sites to help teams unify around a vision, increase trust, and become a more cohesive, effective leadership force.

As an in-house executive, he was most recently the Senior Vice President of Human Resources, Facilities and Community Involvement at Advent Software. John was responsible for ensuring Advent created an environment where Advent's people perform at their best creating value for themselves and the company's clients and investors. John was a member of the executive management team, reporting to Advent's CEO.

Before Advent, John was Vice President of Human Resources for Wind River Systems. John supported Wind River's rapid organic and acquisition driven growth; building a worldwide HR function to scale with company needs.

Prior to Wind River, he was Senior Vice President of Human Resources for Visa International's technology business unit, which was responsible for the software and network that facilitates billions of dollars of commerce every year.

John currently serves on the board of Summer Search, an organization that mentors high school youth from disadvantaged backgrounds so they successfully graduate high school and continue on to college.

John has a master's degree in Industrial and Labor Relations from Cornell University and a bachelor's degree in English Literature and Music from Hamilton College.

John has served on the board of Goodwill of the Greater East Bay, including board chair. He also served as Chairman of the Board of the Meyer Friedman Institute, which conducted groundbreaking research into the connection between behavioral styles and cardiovascular disease.

CLIENT TESTIMONIALS

I highly recommend John Brennan as a leadership transformation consultant! During challenging times in our business requiring a change in company culture, John was able to provide valuable people management tools to groups, along with professional coaching advice to individuals, resulting in accelerating our ability to make difficult decisions with buy-in from key employees. The proof of John's effectiveness is the great business results with employee retention we experienced in the successful transformation of our business.

— Glen Vondrick, CEO, ConnectSolutions, Inc.

John is a wonderful coach and consultant. He is intelligent, insightful, thoughtful, and empathetic, and he has helped many individuals and teams recognize potential pitfalls and change behaviors in ways that have led to positive growth and development. He is excellent at assessing business needs and working with senior management, consistently demonstrates very high integrity in all he says and does, and is invested in all projects he undertakes. He will always be on the top of my "go to" list when people and teams express their desire for development.

— Heather McGaughey, SVP, Human Resources

CLIENT LIST

