

Brett Avner, Ph.D.

Brett Avner brings a true sense of commitment to all coaching assignments and seeks a tangible "return on your investment".

Brett has served on executive management teams, partnered with CEOs and Board members, and has led large scale initiatives that required strong change management and organizational alignment skills. He maintains a contemporary and progressive view of roles and opportunities for senior management to become exemplary leaders, and has been consistently recognized for his contributions in aligning HR strategies and initiatives with organization's goals to drive outstanding business results.



Brett has continuously demonstrated an ability to embrace organizations' missions and foster cultures that support these missions in each organization where he has held senior executive positions. Brett's education, a Ph.D. in Industrial/Organizational Psychology, has proven to be of great utility and value and a perfect complement to his career in human resources.

Key Highlights:

- Current executives coached through critical development periods: Chief Global Marketing Officer: PEPSI; Chief Financial Officer: AMERICAN EAGLE; SVP Global Sourcing: WALMART; President: VICTORIA'S SECRET STORES; VP Talent Development: LIMITEDBRANDS
- Member of the executive team at Victoria's Secret Stores that created one of the world renowned brands from a retail store chain through sustained high quality talent/leadership – all aligned around a unified vision, which was reflected in profitability and sales growth for over a decade.
- Partnered with the CEO at Chico's FAS, Inc., to transition key executive positions in Finance, Merchandising, and Marketing; created the HR infrastructure to take the unsophisticated HR practices to solid fundamental practices that were integrated through the culture.
- At the CEO's request, took regional store leaders at Coldwater Creek from a fragmented group to a strong aligned team that facilitated higher effectiveness with the corporate office.

- Reduced home office staff 10% at Coldwater Creek, and maintained high level of respect and integrity for associates and recognition in a very small community.
- Recognized for creating one of the first Integrated Human Resource systems in the USA.

Companies I've Worked With (and Years With Each Company):

- Independent Consulting, Firm Principal 2009-2010
- Coldwater Creek, Senior Vice President 2006-2008
- Chico's FAS, Senior Vice President 2005-2006
- Victoria's Secret Stores, Vice President Human Resources 1993-2005
- Nationwide Insurance Enterprise 1981-1993
Corporate Vice President Human Resources

Geographies I've Worked In:

- USA

Geographies I've Traveled to for Business Development in 2009/2010:

- India; China; Europe (Eastern/Western); South East Asia; Egypt

Leader Positions I've Coached:

- CEO; COO; EVP Finance; EVP Marketing; EVP Manufacturing; EVP Merchandising; EVP Product Development; EVP Planning
(Positions ranged from first level managers to senior executives in each function.)

Business/Talent Challenges I've Helped Leaders Solve:

- Strategic and Operational Execution
- Annual Planning and Budgeting
- Talent Management - Succession Planning & Leadership Development, Assessment, Performance Management and Objective Setting
- Sales Effectiveness/Leadership
- Organizational Capability Analysis
- Team Building (within and between Functions)
- Personal Style
- Executive Compensation
- Recruiting - Selection of Top Talent

Leadership Experience:

- Over the course of Brett's 20+-year career, he has been responsible for the leadership of the strategic and day-to-day management of HR functions for small, midsize, and large companies generating up to \$3.5 billion in revenues.
- He has advanced in progressively more responsible HR assignments with companies representing nationally recognized brands in the retail, insurance, and banking industries, and has been in charge of the management, growth and supervision of key activities in HR – including executive coaching, the development and administration of HR policies, procedures and programs, and functions ranging from organizational development, talent management, succession planning, executive compensation/benefits, recruitment/selection, and training.