

Larry Brower, MPA

Larry Brower's expertise in developing managers and executives is based on 30 years of experience in management, leadership, and organizational development. Simply put, he works to help his client companies, and the managers and leaders who run them, be the best that they can be. These companies have been in a wide range of industries including banking, financial services, technology, hospitality, manufacturing, education, retailing, defense contracting, telecommunications, energy, and government.



This includes extensive experience in coaching managers and executives for improved effectiveness. His coaching process includes the following:

- Identification of the competencies and key defining behaviors that are critical for the client's success
- A customized 360° assessment to gather data and measure progress at intervals throughout the process on these key behaviors
- A Myers-Briggs Type Indicator to help interpret this data and understand the client's strengths and challenges
- Construction of an Individual Development Plan based on this data
- Extensive individual coaching focused on capitalizing on strengths and addressing critical opportunities for improvement.

Larry's educational background includes a Bachelor of Arts, Political Science, San Francisco State University, and a Master of Public Administration (emphasis in human resource management), California State University, East Bay. He has also served as adjunct faculty at three colleges and universities at both the graduate and undergraduate levels.

A native of Staunton, VA, he is also a former US Army officer, Military Intelligence Branch, and a decorated Vietnam combat veteran.

Key Highlights:

- Successfully provided coaching to a general manager who had been hired to turn around a hospitality company, raising their performance standards, building a new team, and introducing a new, more business-like culture.
- Designed and implemented an internal process to train internal coaches in support of the company's first corporate-level management and leadership development initiative, which was also delivered by us.

- Delivered individual assessment and coaching to a key department director being groomed for general manager responsibilities, but whose upward promotability was being hampered by certain counter-productive behaviors.
- Helped facilitate a merger of two companies into a single Fortune 500 company by designing and implementing an executive-level (top 200) Leadership Institute, with focus on executive development, teambuilding, change management, and leadership. Process included individual assessment and coaching.
- Designed and conducted the first corporate management trainee school for all company subsidiaries nationwide from Maine to Alaska, including participant individual assessment and coaching.

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

- Independent Consulting Firm 1998-Present
 - Babcock & Wilcox 2006-Present
 - Reynolds Packaging 2007-Present
 - MVP Health Care 1998-Present
 - University of Virginia 1999-Present
 - US Navy 2005-2006
 - Technicolor 2001-2002
 - NASA Langley Research Center 2003-2005
 - Columbia Energy Group 1998-2000
- KeyCorp 1992-1998
- Orion Capital Companies 1983-1991
- Gould Inc. 1981-1983

Geographies I've Worked In:

- USA
- Asia Pacific

Leader Positions I've Coached:

- Director, General Manager, Vice President, Sr. Vice President, CEO, high-potential employees identified as possible successors to C-suite leaders.

Business/Talent Challenges I've Helped Leaders Solve:

- Business turnaround
- Teambuilding
- Broad-scale management and leadership development initiatives

- Effective development of high-potential employees across multiple geographies
- Building relationships
- Effective conflict resolution
- Performance management
- Realigning talent after a merger
- Leading change
- Establishing and communicating a vision

Leadership Experience:

- Founder and President, management/leadership/organizational development consulting company
- Vice President, Management and Leadership Development, with national responsibilities
- Corporate Training and Development Manager, with national responsibilities
- Regional HR Manager
- US Army officer, including Vietnam service, leading an intelligence unit under combat conditions