

Seminary Student

123 Oceanview RD
Orlando, FLA 11111

123-456-7890
student@aol

CHIEF LEARNING OFFICER

Visionary leader able to see and realize the possibilities of an organization and its people.

**Talent Management / Executive Development / Leadership Effectiveness / Succession Planning
Organizational Design & Development / Organizational Architecture / Knowledge Management /
Change Management**

Global reputation for achievement in the creative, strategic and tactical leadership of organizational initiatives that have positively impacted the performance, profitability and capability of more than 50 corporations worldwide. Experience across all major industry and market categories. Characterized by executive colleagues as an intelligent and dynamic force for positive change.

Widely known for writing, speaking and teaching in talent management, corporate learning, organizational design and change. Authored 20+ books, 50+ articles and hundreds of presentations. Professor of management and OD for 20 years teaching at prestigious universities in the US and abroad, and on behalf of major corporations.

CORPORATE EXPERIENCE

Simon Smith Partners Orlando, FL

2006 to Present

Partner - Corporate Learning and Organizational Development

Senior-level consultant and confidential advisor to the top executives of Fortune 500 and Global 1000 organizations. Work in partnership with Presidents, CEOs, Chairmen, Board Directors and others on critical strategic planning, organizational architecture, organizational development, executive development coaching, succession planning, talent management, process redesign and corporate governance initiatives. Appointed to Global Leadership Team in 2008.

- Led projects that have positively impacted tens of thousands of employees in corporations worldwide and been the foundation for billions of dollars in new revenues and new profits.
- Created intellectual capital in executive development, executive assessment and talent management that has become the firm's standard for projects worldwide.
- Faculty member of corporate Executive Development Programs in the US, Europe and Asia.
- *Key Clients: Boston Globe, Bristol-Myers Squibb, British Telecom, Chiquita, Compuware, Cooper Tire, Corning, Dow Chemical, Federated, Hewlett Packard, Kimberly Clark, Lucent Technologies, Luxottica, Massachusetts Mutual, Merrill Lynch, New York Times, Pepsi, Raytheon, The Limited, Thrivent Financial, Time Warner, TV Guide, UBS, Unilever, United Airlines, United Health Group, US Navy.*

Executive Development, Talent Management & Succession Planning

- For Global, led design of robust, future-oriented, executive assessment and executive development process for the top 200 executives in the organization as part of corporate-wide, post-bankruptcy, strategic reorientation of the entire company. Created a formal succession planning process and coached individual executives.
- For SmithWare, collaborated with CEO and Board of Directors to create a CEO succession planning process and multidimensional talent assessment program for the corporation's top 60 executives.
- For TechPro, designed a massive executive assessment and development program for 5000 employees.
- For Dewey Financial, led a unique assessment, education and succession planning project for Board of Directors.

- For US Military, restructured entire HR organization and education system (including the US Academy, War College and Post-Graduate School) to prepare for long-term leadership and executive talent needs.

Strategic Planning & Organizational Development

- For FoodPro, partnered with President to lead 2-year strategic process focused on growth and new business opportunities. Efforts impacted all core business functions (e.g., HR, marketing, operations, R&D, IT).
- For ExcelTech, worked with the CEO of major business unit to lead massive organizational redesign initiative to integrate multiple acquisitions into one organization. Resulted in a 15% increase in profitability in two years.
- For DanCo Newspaper Company, guided critical organizational needs assessment, redesign and strategic planning process as the foundation for the company's launch into the multimedia market.

Brewer and Associates, Inc. Lakeland, FL

1995 to 2006

President - Corporate Consulting Practice

Founded and built a successful consulting practice specializing in the development and delivery of high-performance work systems designed to reduce operating costs, improve quality and productivity, and strengthen employee performance. Redesigned core business processes, restructured teams, introduced new problem-solving methodologies, defined employee training needs, restructured compensation and implemented improved communication tools. Created robust systems capable of seamless and rapid response to operational changes.

Key Clients: Amoco, Bailey Controls, Cleveland Clinic, Exxon, General Electric, General Foods, Hughes Aircraft, Kaiser Permanente, Nabisco, Owens-Illinois, Procter & Gamble, Rockwell International, Storage Tek, Syncrude, University Hospitals of Cleveland, Whirlpool.

- Delivered an average 30% reduction in corporate staffing costs and 25% gain in workplace productivity.
- Managed a 10-year relationship with CelTech's R&D organization. Introduced early-stage knowledge management programs to transfer critical process information from the manufacturing floor to professional staff to facilitate communications, encourage creative thought and accelerate projects from R&D to manufacturing.
- Expanded into healthcare marketplace and delivered a number of innovative new programs in OD, change management and talent development programs.

Greenwich & Company Consulting Greenwich, CT

1993 to 1995

Consultant - Systems, Workflow & Process Design

Four-year assignment redesigning manufacturing systems for Levi Strauss & Co. facilities worldwide (union workforce). Focused on design, development and delivery of high-performance work systems to achieve aggressive productivity, efficiency, quality and profitability goals. Designed OD, process improvement and talent development programs.

- Instrumental in slashing 22% from overhead cost budget at one production facility.
- Improved productivity 18% at another facility through process redesign and optimization.
- Led several critical technology upgrades to support OD and professional training.

EDUCATION

Liberty University

M.A. Christian Leadership, 2011

B.S., Mathematics, Summa Cum Laude, 1993

PROFESSIONAL PRESENTATIONS (HIGHLIGHTS)

Keynote Speaker / Presenter at 50+ corporate and academic conferences and symposia. Highlights include:

- "Designing the Global Corporation," Global OD Summit, Houston, May 2007
- "Thinking Outside the Boxes," Academy of Leadership, Chicago, August 2005
- "HR's New Role," T&D Network, Dallas, November 2005
- "Linking Enterprise Change to Strategy," Global OD Summit, London, June 2004

PUBLICATIONS (HIGHLIGHTS)

Author / Co-Author of 100+ books, book chapters and articles. Most notable publications include:

Books

- Grove, S. & Brewer, J., Collaborative Management Research, Dylan Publishing, 2009 (in press)
- Brewer, J. & Woodman, R. (Eds.), Developments in Organizational Change, Elsevier Science Publishing, 2007
- Smith, R. & Brewer, J., Relationships that Enable Technological Change, JIST Publishing, 2004
- Brewer, J., Creating Strategic Action, Wiley & Sons, 2002
- Brewer, J., Designing Effective Companies: The Systems Perspective, Jossey Bass, 1998

Articles

- Brewer, J. & Green, R., "How to Make Your Next CEO a Winner," Corporate Board Journal, Summer 2008
- Brewer, J. & Green, R., "Choosing the Next Best CEO," Langley Management Journal, #16, 2007
- Danvers, R. & Brewer, J., "Driving Change Through Advocacy," Langley Management Journal, #14, 2005
- Harrison, P. & Brewer, J., "Organizational Leadership," Journal of Organizational Change Management, #9, 2001