



**BRENDA HARRINGTON, ACC, CRP**  
**Certified Executive Coach**  
**Learning and Development Consultant**

*Brenda Harrington is the founder of Adaptive Leadership Strategies, LLC. She works with private, public and nonprofit organizations to improve operational results by helping leaders and key individual contributors expand leadership capacity and improve team performance.*

### **Functional Experience**

Brenda's operational career includes management positions with Mobil Oil and AT&T, and an executive leadership position with a Washington, DC management and consulting firm. Her experience augments formal training and professional certifications for leadership coaching, human capital development, global mindset assessment and facilitation.

### **Leadership Coaching Philosophy**

Brenda's work with a new client begins with meeting him or her *where they are* to help them develop the behaviors and habits most critical to their success. She works with clients one-to-one, in learning cohorts and as teams to leverage their foundational capabilities toward developing their most effective professional identity and leadership style.

### **Leadership Development Consulting**

As a Moderator on the Global Delivery Team for Harvard Business School Publishing (HBP), Brenda facilitates virtual leadership development courses for HBP corporate clients worldwide. Close to home, she directs the Northern Virginia Chapter of the Chief Operating Officer (COO) Forum, a national thought leadership organization providing peer-to-peer professional development for second-in-command executives.

An area of specialization for Brenda is global talent mobility. She is certified by the Thunderbird School of Global Management to facilitate the Global Mindset Inventory (GMI), related training and coaching. The GMI is a validated assessment and consulting program developed to help leaders exercise influence across cultures and in diverse environments with people who are different from themselves. Brenda's insights on global mobility have been featured in [The New York Times](#), [US News & World Report](#), [CNN Money Magazine](#) and the [International HR Adviser](#). She also serves on the Certification Review Board for the Worldwide Employee Relocation Council.

### **Certifications and Education**

Brenda received her Certification for Leadership Coaching from Georgetown University. She holds a Master's Degree from Virginia Tech's Pamplin College of Business, and a Bachelor's Degree from Adelphi University. Brenda maintains credentials from the International Coach Federation and Worldwide Employee Relocation Council, and is a certified PXT Select Partner (Wiley), qualified to administer a series of assessments and 360 feedback instruments for candidate selection and onboarding, human capital development, succession planning, team building and leadership development.