



“Creating High Performance Teams”

BLUE HERON TALENT, LLC

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BRAD BORLAND - Executive Coach, Facilitator, Trainer and Author

PROFESSIONAL EXPERIENCE

Brad’s career spans 30 years of diverse executive coaching, leadership and organization development, succession planning and retirement transition coaching experience with Fortune 500 firms and other industry leading organizations. Prior to founding his own firm, Brad was Vice President with a global, Fortune 500 talent management firm and led the Leadership Development and Talent management group. Throughout Brad’s career, he served as a coach and trusted advisor to senior executives and other leaders regarding their own and others’ career and strategy-enabling development. Brad has had the privilege of partnering with leaders to guide their in-role and new-role growth as they develop via new insights, feedback, action plan execution, alliance creation and experience-based development.



Brad’s coaching is distinguished by his appreciative, strengths-based approach to sustainable behavior change. He enables leaders to be personally accountable for practicing, refining and improving the leadership and other behaviors to which they authentically commit. Brad brings a warm, upbeat and rigorous perspective to individual coaching and team facilitation. Brad has authored publications on leadership, talent and on-the-job development with the Center for Creative Leadership and Society of Industrial and Organizational Psychology and presented and written blogs on the same subjects.

AREAS OF SKILL and EXPERTISE:

- Senior Executive Leadership
- High-Potential Leader Development
- Senior Leader Successor & Next-Role Readiness
- Experience Based Development Planning
- New Leader Integration & Role Transition
- Emerging Leader
- Meeting Facilitation, Leadership Team Alignment & Commitment Making
- Leadership & Communications Skills
- Building Stakeholder Relationships & Organization Alignment
- Emotional Intelligence & 360 Feedback

INDUSTRY EXPERIENCE:

- Manufacturing
- Automotive
- Healthcare
- Medical Device & Consumer Product Industries
- Not-For-Profit
- Information Technology and Services
- Professional Services

CERTIFICATIONS

- Leader Assessment Certifications: Zenger-Folkman, Marshall Goldsmith, PDI/Korn-Ferry, Linkage, Management Research Group, University of Michigan Ross School of Business – Reflected Best Self and Michigan Model of Leadership, and Watterson and Associates, Inc.
- Certified Leadership Development Facilitator: Blessing-White, Effectiveness Institute, Inside Out Coaching, PDI/Korn-Ferry

EDUCATION

- Master of Arts, Higher Education and Human Development, Bowling Green State University
- Bachelor of Science, Business Management and Sociology, Ohio Northern University