

KEVIN BRADY

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TALENT MANAGEMENT • LEARNING AND LEADERSHIP DEVELOPMENT LEADER

Leader and Business Partner with demonstrated success building engaged, talented organizations that deliver outstanding qualitative and quantitative results in 5 Fortune 200 organizations. Recognized as a best practice practitioner in Dana Gaines Robinson's book, "Strategic HR Business Partner". Recipient of two Bersin & Associates "Learning Leaders" best practice program awards and Certified Green Belt in Six Sigma. **Key Competencies Include:**

- ✓ Organizational Health & Employee Experience
- ✓ Employee Engagement
- ✓ Performance Improvement
- ✓ Career Development
- ✓ Learning Strategy and Distance Learning
- ✓ Executive Coaching
- ✓ Talent Management
- ✓ Succession Planning and Talent Reviews
- ✓ Organization Development & Effectiveness
- ✓ Leadership Development
- ✓ Management

PROFESSIONAL EXPERIENCE

LIFESPAN CORPORATION, Providence, RI 2016 – 2020

Vice President, Talent Development and Employee Experience (2018 – 2020)

Promoted to develop and implement the strategy to optimize Employee Engagement and Experience as a lever to achieve Patient Experience and other business targets. Lead a high-performing team supporting 15,000 employees in Rhode Island's largest Healthcare system

- Achieved statistically significant improvement results in 72 of 74 areas measured, and increased company engagement score by 12 percentiles nationally.
- Led a company-wide initiative to identify, launch and fully integrate a whole new set of Shared Values. These values are now fully inculcated and evident in all strategic initiatives, talent practices and performance results.
- Team drove improvements in several HR processes including On-boarding and Orientation, Learning & Development, Leadership Development, Diversity & Inclusion, Rewards & Recognition, Succession Planning and Performance Management.

Director, Learning & Leadership Development (2016 – 2018)

Reported to the Chief Human Resource Officer in direct collaboration with CEO & senior leadership team.

- Architected a talent management function and team from scratch.
- Partnered with head of Compensation to institute a "Pay for Performance" approach with Merit-based reviews.
- Designed and delivered home grown Leadership Development programs to over 1000 leaders. Programs earned outstanding feedback and on-the-job performance scores and were over-subscribed.

CITIZENS FINANCIAL GROUP / CITIZENS BANK, Providence, RI 2014 – 2015

Senior Vice President - Talent, Learning & Leadership Development Partner

- Designed and executed the development strategy for Consumer Banking, Business Services and Corporate Functions (Over 15,000 colleagues and leaders), including Talent Reviews, Succession, Coaching, and 360's.
- Led team of Development and Learning consultants charged with driving the ongoing development of organizations, teams, leaders and colleagues to enable successful execution of business strategy.
- Significantly improved employee engagement scores by developing and implementing company-wide improvement initiatives.
- Prepared and delivered presentations to the CEO and Board of Directors on strategic talent plans and results.

FIDELITY INVESTMENTS, Boston, MA 2010 – 2014

Vice President, Fidelity Enterprise Services Learning & Development

- Transformed the learning organization from a reactive/order taking group to a much more strategic, business-oriented team. Achieved **\$10M** business growth for our partners.
- Reduced headcount and budget by over **\$1M/year** for 4 straight years while increasing # of customers served.
- Achieved **highest Employee Engagement scores** in HR from 2011-14 with this team of 82 L&D experts.
- Designed and successfully implemented an off-shoring strategy that moved transactional training work from the US L&D team to India employees and vendors at a savings of **\$1.1M** annually.
- Recognized annually with equity shares and bonus awards for high performance, leadership and results.

TEXTRON INC., Providence, RI

2006 – 2009

Director, Performance Solutions (Promoted in 2008)

(2008 – 2009)

- Led Textron’s Executive Development Program and participated on the Talent Management leadership team.
- Created a Value-Centered Selling curriculum and coaching process for this **\$14B** Sales organization. One sales leader applied his learning to secure over **\$6M** in business, which he directly attributed to the program.
- Partnered with The Wharton School to design and deliver a Strategic Partnering program for the top 135 Finance leaders. Highest rated program at Textron in participant satisfaction and on-the-job results.

Performance Solutions Manager

(2006 – 2008)

- Developed a Growth Leadership Program recognized as a Best Practice case study by Bersin & Associates and awarded a Global Learning Leaders Award. Quantified **\$5M+ of direct business impact** for the program.
- Identified performance needs and solutions for the global Finance, Sales and Marketing teams (HR added ‘08).
- Formulated the learning strategy for Supply Chain function and drove performance improvement activity. Deployed Materials Excellence Program that received Bersin & Associates’ “Operations Excellence Award”.

PROCTER & GAMBLE – GILLETTE BUSINESS UNIT, Cincinnati, OH and Boston, MA

2005 – 2006

Early 2005 for Gillette; 2005-2006 for P&G, which acquired Gillette

Manager, Global Learning Services

- Chosen to play a leadership role on the HR integration team for the merger of P&G and Gillette. Helped shape the reengineering of P&G’s Talent Management processes and L&D organization.
- Designed and deployed Gillette’s highly successful global Professional Development curriculum.
- Led a project team that launched, integrated and institutionalized a Learning Management System (LMS).
- Managed team charged with the coordination of the global learning and leadership development curriculum.

THE GILLETTE COMPANY, Boston, MA

1999 – 2005

Manager, Sales Training, Learning & Consulting

(2002 – 2005)

- Led team responsible for design and delivery of training programs for Field Sales personnel throughout North America.
- Led Organizational Design initiative for a Country Manager to launch the Gillette Canada organization.

East Region Retail Training Manager & North American Retail Training Manager

(1999 – 2002)

- Planned, designed and delivered Sales and Leadership Development curriculum and training.
- Received Gillette “Winner’s Circle Award” for outstanding partnership with Sales organization.

DURACELL USA (Private company later acquired by The Gillette Company), Bethel, CT

East Area Retail Operations Manager, Area Retail Operations Manager,

Region Sales Trainer, Sales Representative and Territory Manager - New England Area

EDUCATION

Master of Science, Adult and Organizational Learning

Suffolk University, Boston, MA- GPA: **4.0 / 4.0**

- Awarded the “**Most Outstanding Graduate Student**” award in recognition of superior academic achievement, leadership skills and likelihood of pinnacle success in Talent Development profession.

Bachelor of Science, Business Administration

Providence College, Providence, RI

- Graduated with **Magna cum laude** honors.

CERTIFICATIONS AND MEMBERSHIPS

- Recipient of two Bersin & Associates “Learning Leaders” best practice program awards.
- Certified Green Belt in Six Sigma.
- Certified to administer Myers-Briggs Type Indicator (MBTI).
- Certified in McKinsey / “Strategy &” Organizational Health Instrument (OHI).
- Certified to facilitate Situational Leadership II (Leadership workshop by Ken Blanchard).
- Certified Executive Coach for Lominger’s Leadership Architect (360o), DDI’s Leadership Mirror (360o Leadership Survey), McKinsey and other 360o instruments.
- Panel Speaker for Association for Talent Development (ATD-2016 and 2020)- Live Radio interview (2015).
- Member of Human Resources Leadership Forum (HRLF).