

Aaron Vieira, MA, PCC, SHRM-SCP

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Aaron Vieira is a seasoned talent executive, executive coach, and organizational effectiveness consultant with 20 years of experience driving transformational change in complex organizations. He has led the design and implementation of enterprise-wide talent strategies that link leadership development, performance management, and succession planning to business goals. Known for his strategic insight and ability to influence at all levels—from the boardroom to the front line—Aaron helps organizations strengthen culture, build leadership capacity, and accelerate results.

Aaron is particularly skilled at creating competency frameworks and talent systems that serve as the backbone for integrated practices like performance reviews, high-potential leader identification, and executive development. As a coach, he works with senior leaders and rising stars to enhance their impact and agility. As a team coach and facilitator, he helps executive teams become more aligned, collaborative, and effective. His consulting expertise spans organizational assessment, strategic retreat design, and leadership team development.

Aaron holds a Bachelor's degree with honors from Wesleyan University and a Master's in Organizational Psychology from Columbia University's Teachers College. Aaron is a Professional Certified Coach (PCC) accredited by the International Coach Federation (ICF) and a Society for Human Resource Management Senior Certified Professional (SHRM-SCP). In addition, he is certified in several best-in-class assessments for developing leaders, including the Hogan Assessment Suite (HPI, HDS, and MVPI) and the Leadership Versatility Index (360° Feedback Tool).