



HENRY W. BROWNING Principal, Idaho & Fitzgerald LLC

ACCOMPLISHMENTS

- Achieved standing as Center of Creative Leadership's (CCL's) Top 10 income producing design and delivery faculty for over 10 of 17 years in the role.
- Evaluated as one of the CCL's Top 5 faculty based on VALUE and ENJOYMENT in open enrollment programming 7 years running.
- Launched CCL's "High Performance Teams" product line using both academic and market research.
- Served on the launch team for CCL new organizational discovery process, the LDIA (Leadership Development Impact Assessment).
- Researched and launched CCL's Healthcare Leadership practice area, building CCL's Healthcare Leadership Model.
- Redesigned programming twice and Managed CCL's "flag-ship" open enrollment offering for 5 years: The Leadership Development Program
- Served on the launch team of CCL's organization development service set and served as lead faculty on 5 of the first 10 clients.
- Served on the launch team of CCL's first foray into the "engagement survey" market, building a complete marketing and sales position with the ability to navigate increasing complexity within a leadership development architecture.
- Helped launch CCL's first native app, building a complete sales positioning and complexity architecture to market to both existing and new clients, integrating with any other leadership development offering.
- Served in both the lead and key delivery roles in CCL's longest running custom engagement.
- Performed over 300 custom Discovery, Design, and Delivery engagements over a 25-year career. (Including 52 Fortune 500 clients)

DEMONSTRATED CAPABILITIES

- Conducted discovery, diagnosis, design, and delivery on global initiatives and interventions using individual, group /team, and organizational level interventions, processes, programs, and services. Over the years, I have worked directly for global clients based in Argentina, Australia, Brussels, Canada, China, France, Germany, Italy, Japan, Russia, Saudi Arabia, Singapore, South Africa, Spain, Trinidad, and Venezuela, along with extensive United States firms.
- Developed and coached senior executives and senior executive teams using a variety of valid and reliable psychometric assessments, blending challenge and appropriate support to ensure individual and team follow through.
- Created strategic alliances with assessment providers, simulations companies, other consulting firms, and business schools to design and deliver integrated leadership development solutions to companies.
- Integrated all aspects of talent management to create a comprehensive leadership development strategy and architecture.
- Led large scale design and redesign projects and project teams focused on creating or upgrading change initiatives, processes, and products in individual and team leader development. This includes researching, prototyping, launching, and evaluating the upgraded product.
- Advanced organizational knowledge and understanding of high-performance teams through quantitative and qualitative research, with specific research relating to the senior executive teams.
- Led and managed a \$10 million educational non-profit reporting to the board as the Executive Director. Led a board and staff through merger considerations analyzing the consolidated structure and providing objective feedback concerning alternative strategies for the entity at the board level. (Entity chose not to merge.)



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MAJOR NEW PRODUCT DEVELOPMENT

- Holistic Leadership: The Neuro-Science of Resilience and Personal Energy (2018)
- CCL Fusion – Leadership Analytics and the Engagement Survey Process (2019)
- Leaderbot / ELLA – CCL's Native App for Leadership Development (2019)
- Leading Strategically Program [New content and processes geared to Senior Executives / Transitioning to virtual program.] (2019)

PUBLICATIONS

- Three Keys to Development; Defining and Meeting Your Leadership Challenges (1999)
- Maintaining Team Performance (2003)
- Collaborative Healthcare Leadership (2011)
- Accountability: Taking Ownership for Your Responsibility (2012)

PRESENTATIONS

- 1999 Furniture Today - Global Leadership Conference: Adaptive & Innovative Creativity in Leadership
- 2004 Association of Experiential Educators: Outward Bound and Youth Leadership
- 2015 SHRM Annual Conference: Creating a Leadership Strategy and Pipeline
- 2017 United Way Worldwide National Conference: The CFO's Role in Building a Leadership Strategy
- 2018 RPM International Global Leadership Meeting: Jim Collins – The Flywheel Effect
- 2019 RPM International Global Leadership Meeting: Leading in a VUCA World

E-COURSES DESIGN, REDESIGN, EDITING

- Accountability (2017)
- Creating A Vision (2017)
- Cultural Adaptability (2017) Developing Direct Reports (2017)
- Given and Receiving Feedback (2017)
- Raising Sensitive Issues (2017)
- Selling Your Idea (2017)

CERTIFICATIONS

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| • 4MAT Learning | • Influence Style Indicator |
| • Benchmarks© | • KEYS Organizational Survey |
| • California Psychological Inventory & CPI 260® | • Learning Styles Inventory |
| • Campbell Work Orientation Products© | • Myers-Briggs Type Indicator (MBTI) |
| • Change Style Indicator | • OW – The Organization Workshop (Barry Oshry) |
| • Conflict Dynamics Survey | • Polarity Management |
| • Decision Style Profile | • Reina Trust Survey |
| • Denison Culture Survey | • Strength Deployment Inventory |
| • EQi – Emotional Intelligence Measure | • SYMLOG (Systematic Multi-Level Observation of Groups) |
| • Fundamental Interpersonal Relations Orientation-Behavior (FIRO-B) | • WorkPlace Big 5 Personality |
| • HOGAN Assessment Suite | |



HENRY W. BROWNING Principal, Idaho & Fitzgerald LLC

WORK HISTORY

2019 – Present Asheville, NC	Idaho & Fitzgerald, LLC	Founder & Principal
1992-2019 Greensboro, NC	Center for Creative Leadership	Senior Design Faculty: Commercialization and Innovation Global Solutions Faculty Lead Faculty: Healthcare Vertical Director: Teams Development Director of Leadership Development Program
2002-2005 Asheville, NC	North Carolina Outward Bound	Executive Director
1990–1992 Colorado Springs, CO	Henry Browning Consulting	Independent Consultant
1988-1990 Colorado Springs, CO	Peak Performance Associates	Senior Associate
1986–1988 Denver, CO	Executive Venture Group	Adjunct Training Associate
1980–1986 Asheville, NC	North Carolina Outward Bound School	Course Director

EDUCATION HISTORY

1987–1989 Boulder, CO	University of Colorado	MBA, Organization Management Minor in Organization Development
1985–1986 Charlotte, NC	University of North Carolina	Graduate Studies in Educational Counseling
1975–1979 Raleigh, NC	North Carolina State University	BA, Economics BA, Business Administration