

# Dr. Brad Harrington

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## EDUCATION

- 2000      **Doctor of Education in Human Resource Development**  
**Boston University**, Boston, MA  
Concentration: Organization Development.  
Dissertation: Organizational learning: A theoretical overview and case study. Elected to *Pi Lambda Theta* and *Phi Delta Kappa* honor societies.
- 1980      **Master of Arts in Psychology**  
**Boston College**, Chestnut Hill, MA  
Concentration: Industrial and Organizational Psychology
- 1977      **Bachelor of Science in Business Administration**  
**Stonehill College**, North Easton, MA

## ACADEMIC LEADERSHIP

- 2001-      **Executive Director**  
**Boston College Center for Work & Family**  
Carroll School of Management, Boston College, Chestnut Hill, MA  
Director of research and education center that provides a broad range of services to more than 120 corporations, many from the Fortune 200, who are internationally recognized for leadership in human resources and workforce management practices. Work with these organizations to provide research, facilitate networking, and conduct professional development on work force effectiveness, diversity, and corporate work / life initiatives.
- 2000-2001      **Associate Director**  
**The Center for Corporate Citizenship at Boston College**  
Carroll School of Management, Boston College, Chestnut Hill, MA  
Chief Operating Officer for \$4 million research, education and consulting organization with more than 325 corporate members. Managed a staff of 26 professionals in research, education, marketing, and administration who provided corporate members with broad range of custom services on the topic of corporate citizenship and social responsibility.

## **CORPORATE LEADERSHIP**

- 1999-2000 **Director of Education and Organization Development, Europe  
Global Management Development Director  
Hewlett-Packard / Agilent Technologies**  
Led team of 24 full and part-time professionals in the US and Europe developing and implementing strategy for education, organization change, and cultural formulation for this "\$9 billion start-up organization."
- 1998-1999 **Corporate Director, Management & Organization Development  
Hewlett-Packard Company, Palo Alto, CA**  
Led the development and implementation of core training programs for 18,000 managers and over 120,000 HP employees worldwide. Managed staff of senior program managers who developed learning solutions in employee assimilation, career self-reliance, management fundamentals, performance management, leadership, and change management. Also led a team of organization development that provided change management expertise to HP businesses worldwide.
- 1996–1998 **Full time doctoral student / Part-time Assignments**  
Project Leader, Hewlett-Packard Corporate Education, Palo Alto, CA; Education Manager, Medical Products Group, Hewlett-Packard, Andover, MA
- 1991-1996 **Quality Director / Member of Executive Committee  
Hewlett-Packard Medical Products Group, Andover, MA**  
Chief quality officer for HP's \$1.5B medical products business employing over 5000 employees worldwide. Led a team of 30 professionals / internal consultants who worked with general and line managers in designing and implementing programs to increase customer focus, improve strategic and tactical planning, and increase organizational effectiveness. Served as a member of twelve-person executive team that managed worldwide medical business. Three medical divisions received HP President's Quality Award and all organizations received and maintained ISO.
- 1988-1991 **Quality and Education Director  
Hewlett-Packard United Kingdom Ltd., Bracknell, England**  
Reporting to UK's Managing Director and Chairman, managed team of 18 professional consultants and educators who provided services to 2500-person organization in UK and Ireland. Implemented programs aimed at improving customer feedback, sales and service process improvement, employee empowerment programs, and management and professional development. HP

UK became first organization to win HP's President's Quality Award, was highest rated organization in quality in the corporation, and led European region in sales growth.

- 1984-1988 **Human Resources Manager / Site Education Manager**  
**Hewlett-Packard**, Andover, MA  
Managed all aspects of personnel including compensation, employee relations, and organization development for two divisions of HP's medical products business. At the same time, managed team of professionals who designed and delivered education solutions in the areas of technical education, management and professional development, quality education, and basic skills training. Led worldwide taskforce that developed HP's corporate-wide career management program.
- 1980-1984 **Employment and Affirmative Action Manager**  
**Hewlett-Packard**, Waltham, MA  
Staffing and affirmative action manager for 1200-person research and development and manufacturing facility.
- 1979-1980 **Graduate Assistant in Career Planning and Placement Office**  
**Boston College**, Chestnut Hill, MA  
Counseling and training for undergraduate and graduate students preparing them for career selection and job search.
- 1977-1979 **Employment Counselor**  
**Department of Labor Job Training Programs**, Fall River, MA  
Assisted underprivileged and disabled individuals with job training and placement.

## **CONSULTING EXPERIENCE**

- 1988- **Organizational Consultant**  
Provide consulting to leading organizations in strategy, change management, leadership development, career development, diversity and organizational work-life systems. Clients have included for example: Agilent Technologies, Dow, Hewlett-Packard, IBM, Merck, Philips, Teradyne, and Franciscan Healthcare System.
- Consulting and executive education work has focused on senior leaders and intact teams in large, international organizations. Have consulted and conducted education programs in more than 20 countries including the United States, United Kingdom, Ireland, Germany, Switzerland, France, Holland, Israel, Australia, and China.

## FACULTY APPOINTMENTS

- 2000 – **Associate Research Professor, Organization Studies  
Carroll School of Management  
Boston College, Chestnut Hill, MA**  
Teach graduate courses: *Managing People and Organizations*, *Career Management*, and *Managing Organizational Change* in the MBA program. Course evaluations are among the highest of any faculty member teaching in the MBA program
- 2007- **Visiting Lecturer in Organizational Behavior  
Boston University School of Management**  
Teach a variety of career management courses in MBA program
- 1997 **Lecturer**, Carroll School of Management,  
Boston College, Chestnut Hill, MA  
Taught MBA elective: *Managing Organizational Change*
- 1985-1987 **Adjunct Professor**  
Merrimack College, North Andover, MA  
Taught undergraduate course: *Principles of Management*
- 1982 **Adjunct Professor**, Babson College, Wellesley, MA  
Co-taught *Career Development* in the MBA program

## PUBLICATIONS

### BOOKS

- 2007 Harrington, Brad and Hall, Douglas T. Career Management and Work Life Integration: Using Self Assessment to Navigate Contemporary Careers (Sage, 2007)

### BOOK CHAPTERS, ARTICLES AND MONOGRAPHS

- 2005 Harrington, Brad and James, J. C. "The Standards of Excellence in Work/Life Integration: From Changing Policies to Changing Organizations" in M. Pitt-Catsouphes, E. Kossek, & S. Sweet (Eds.), The work and family handbook: Multi-disciplinary perspectives and approaches. Mahway, NJ: Erlbaum Publishers
- 2003 Galinsky, Ellen, Bond, Terry, Brumit-Kropf, Marcia, and Harrington, Brad, "Leaders in a Global Economy, A Study of Executive Women and Men," Research Report

- 2001 Harrington, Brad, *Mobilizing Corporate Citizenship: Lessons from the Quality Movement*, Corporate Citizenship Newsletter, Fall 2001.
- 2001 Harrington, Brad, *Protean Careers: A Conversation with Tim Hall*, Sloan Work and Family Research Network Newsletter, Fall 2001, Volume 3(2)
- 1995 Harrington, Brad, Gold, Lois, and Collett, Casey, *Case Study: Hewlett-Packard Medical Products Group*, chapter 15 from Breakthrough Leadership: Achieving Organizational Alignment through Hoshin Planning, Melum, Mara M. and Collett, Casey, 1995, Chicago: American Hospital Association
- 1993 Harrington, Brad. Fall 1993. *Hewlett-Packard's Quality Maturity System*, CQM Journal. Cambridge: Center for Quality Management

### **SAMPLE OF RECENT CONFERENCE PRESENTATIONS**

*Toward an Integrated Approach to Workforce Management - The Results of the Work-life Evolution Study (Keynote Address)*, II International Conference of Work and Family at IESE, July 2007, Barcelona, Spain

*The Protean Career*, KPMG Women Leaders' Conference, May 2007, Minneapolis, Minnesota

*The Evolution of Work-Life: A Study and New Directions (Keynote Address)*, Massachusetts and Rhode Island EPA Symposium, May 2007, Waltham, MA

*The Protean Career*, Association of International Career Professionals International, April 2007, Boston, MA

*The Evolution of Work-Life*, AWLP Conference, February 2007, Phoenix, AZ

*Aligning Workforce Management Strategies*, AWLP Conference, March 2006, Austin Texas.

*Creating a Work/Life Culture (Keynote Address)* Saint Mary's University, Minneapolis, Minnesota, April, 2006

### **PERSONAL**

Married; wife, Dr. Annie Soisson, professional in higher education administration is currently at home with our children Maggie (age 12), Hannah (9), and Dillon (7). Have traveled extensively throughout the US, Europe and Asia; especially enjoy discovering New England. Other interests include playing tennis, coaching Youth soccer, theater, US history, and architecture. Deeply committed to the pursuit of social justice and creating more democratic, participative organizations.