

Harold Reynolds, CPA, MBA

Carter & Reynolds Group LLC

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Harold Reynolds has over 25 years of business experience and has held senior level executive positions in Human Resources, Talent Management, Organizational Effectiveness, Leadership Development, Corporate Strategy and Accounting. Harold's mission is to transform **Good** Leaders to **GREAT** Leaders by serving as an Executive Coach, Leadership Consultant and Strategic Thought Partners (STP). Harold offers his clients a complete leadership and executive development solution.

As your STP, Harold provides business insight along with the right combination of coaching, consulting, follow-up and action learning experiences. He specializes in partnering with executives engaged in leading complex business change. This includes identifying, building and retaining top leadership talent, driving execution excellence, creating and leading high performing teams, building change adaptive cultures and focusing executive's attention on the right mix of performance measures.

Harold's significant business experience, coupled with world class tools and methods, allows him to excel in transforming **Good** leaders into **Great** leaders. This is done by helping executives understand their unique Leadership Map (LM). Empowered by their LM, the executive's ability to learn, think, act and execute in ways that deliver superior results is enhanced. The executive also becomes more open to new ways to inspire employee commitment, collaboration and trust.

Harold believes leadership is not a position or a title, but away of being. To that end, his coaching techniques are client centered integrating executive business performance, leadership effectiveness and personal development. Harold's ability to connect with his clients on a business and personal level allows him to establish credibility and genuine trust. The trust earned coupled with his unique coaching processes empowers clients to gain deeper self-discovery and self-awareness leading to conscience action and relevant-sustaining behavior change. Clients will discover a new level of commitment to achieving their personal goals, aspirations and they also gain a renewed sense of commitment to their organization.

Recent Clients:

Harold has provided Executive Coaching, Leadership Consulting Services to a wide range of organizations spanning corporate, public and non-profit sectors. Representative clients include:

McDonald's Corporation	Ford	Wyndam Worldwide Group
Starbucks	T-Mobile	Sodexo
Home Depot	Agility Logistics	Avis
GE	State Farm	Land Rover
Disney	University of Michigan	Northwestern & Duke University
Johnson Publishing	Northern Finance	Exelon

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Career Profile:

Harold's career includes over 25 years in senior leadership roles including:

- Principal and Founding Partner, Carter & Reynolds Group LLC
- Managing Partner, REAL Leadership Institute
- Vice- President Global Strategic Change & Global O.E. Services, McDonald's Corporation
- Vice- President Human Resources: Talent Management and O. E. McDonald's Corporation
- Chief of Staff, Chairman's Office: Chief Corporate Quality Officer, McDonald's Corporation
- Various Leadership Positions in Accounting and Finance, McDonald's Corporation
- Peat, Marwick & Mitchell Certified Public Accounting Firm

Education and Coaching Certifications:

- MBA, Harvard Business School- Cambridge, Ma. 1998
- IPEC, Institute for Professional Excellence In Coaching-- 2005
- BSBA, Accounting & Finance- Roosevelt University, Chicago IL. 1978
- Executive Management Program, Stanford Business School- Ca. 2004
- Certified Public Accountant: Illinois 1979 and Texas 1985

Additional Certifications:

- Work-Life Balance For Executives-Instructor Northwestern Executive Programs
- Certified Facilitator of Dr. Steven Covey Programs, Seven Habits, Principle Centered Leadership, Time Management and Life Balance
- Certified Facilitator Leadership Circle: Leadership Profile, Culture Survey, Authentic Leadership Workshop, Mastering Leadership Workshop, and Pathways to leadership
- Columbia University: Executing Breakthrough Strategy
- Management Resource Group- 360 Certified
- Thunderbird: Global Leadership-Managing Cross-Cultural Relationship
- Harvard Executive Education: Strategic Human Resources Management
- Harvard Executive Education: Leading Strategic Change
- MIT: Systems Thinking and Strategy Development for Senior Executives
- Wharton: Business Process Outsourcing

Keynote Speeches and Facilitations:

- Institute For Capacity Building HBCU Presidents –“Leading Change”, Atlanta, GA
- McDonald's Corporation “ Principled Centered Leadership” OakBrook IL.
- McDonald's Corporation “ Top 10 Reason Why Minority and Women Executives Fail To Make to The C-Level” Palm Springs, Ca.
- State Farm Insurance Atlanta Field Executive Conference –“Emotional Intelligence & Leadership”
- GE “Leading Verses Managing Change” Milwaukee, Wis.
- UNCF “Transformational Leader” VP's of Institution Advancement, Board Chairs and Alumni Directors
- McDonald's Senior Executive Conference, “Leadership Mastery”, Oak Brook IL.
- “Executive Habits of Leadership” Northwestern Kellogg Graduate School of Business; Evanston, IL
- “Leadership Strategy and Execution,” Harvard & University of Chicago Graduate School of Business; Chicago IL.
- “Building Your Leadership Brand” McDonald's Regional Leadership Team, Columbus Ohio
- “ Understanding & Leveraging Leadership Culture” McDonalds Global Shared Services
- Duke University, “Taking Charge of Your Leadership Map” Cape Town, South Africa