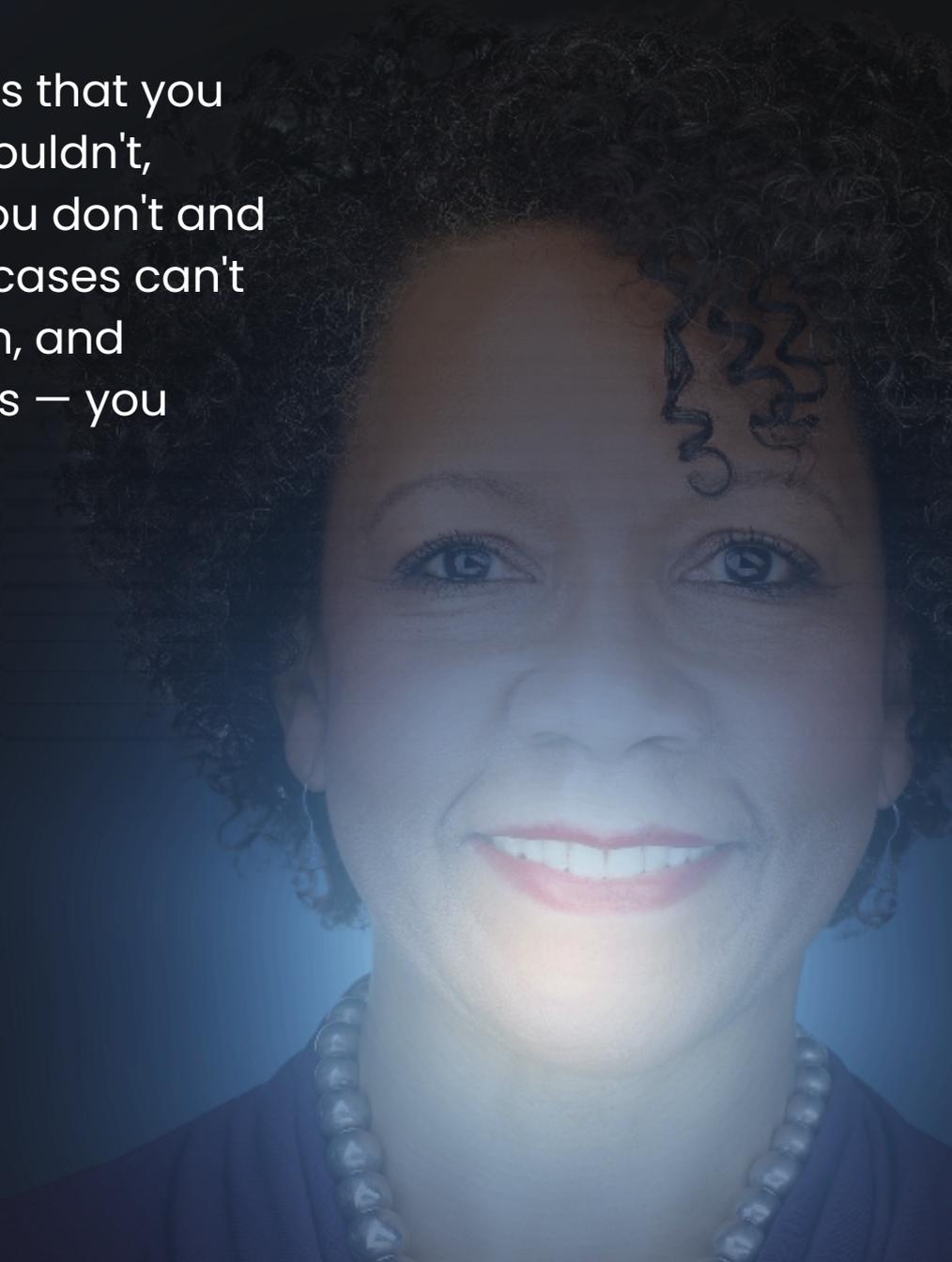




BRENDA HARRINGTON

Leadership Strategist | Executive Coach |
Author

"When all you hear is that you can't or that you shouldn't, chances are that you don't and you won't. In many cases can't means that you can, and shouldn't means yes — you should!"





Brenda Harrington, PCC is a transformative leadership strategist, executive coach, and author who bridges professional excellence with authentic leadership. Drawing on a vast portfolio of business experiences, she empowers professionals to skillfully navigate workplace dynamics while maintaining their authentic selves.

As founder of Adaptive Leadership Strategies, LLC, Brenda works with leaders globally across public, private, government, and nonprofit organizations. She brings a rare combination of corporate experience, leadership expertise, and formal training to help clients develop the habits necessary for them to thrive amid organizational obstacles.

Her book, "Access Denied: Addressing Workplace Disparities and Discrimination," reveals powerful and relevant strategies for workplace success. Brenda's approach challenges traditional narratives while providing actionable tools for strategic professional navigation.

A Georgetown University Certified Leadership Coach, Brenda has designed and facilitated countless leadership development experiences, in-person and virtually. As a Moderator on the Global Delivery Team at Harvard Business School Publishing, she worked with hundreds of Corporate Learning clients to achieve their professional development goals. Her unique blend of candor, strategic insight, and facilitative energy creates transformational experiences that drive both individual and organizational success.

SERVICES OFFERED

- Keynote Speaking
- Executive & Team Coaching
- Leadership Development Programs
- Meeting & Retreat Facilitation

BACKGROUND & EXPERIENCE

A seasoned executive with more than three decades of business experience, Brenda previously served as Executive Vice President of a real estate consulting and management firm, providing oversight for Human Resources, Accounting, IT, and Consulting. Her corporate background includes management positions with AT&T and Mobil Oil Corporation.

Brenda holds a Master of Science in Business from Virginia Polytechnic Institute and State University's Pamplin College of Business and a Bachelor of Arts from Adelphi University. Her professional certifications include:

- Certificate in Leadership Coaching, Georgetown University
- Professional Certified Coach (PCC), International Coaching Federation
- Global Mindset Facilitation, Thunderbird School of Global Management
- Certified Global Business Professional (CGBP), NASBITE
- Hogan Leadership Forecast Certification, Hogan Assessments
- EQi 2.0 Emotional Intelligence Assessment Suite, MHS
- Emotional & Social Competency Inventory (ESCI), Korn Ferry
- Brain Based Design and Facilitation, NeuroLeadership Institute



FEATURED BY



WHAT CLIENTS SAY

The NAHMA Emerging Leaders Learning Series (NELLS), created and facilitated by Brenda Harrington, is an exceptional learning experience for new managers and leaders. In the program, Brenda provides three group sessions and two one-to-one coaching sessions for each participant, giving them the opportunity to relate knowledge gained into their individual work environments and thus accelerating the development of valuable new professional habits. I can't imagine anyone other than Brenda conducting the program – her knowledge and expertise coupled with her warm and accessible demeanor are uniquely perfect for facilitating this important learning experience for NAHMA members.

Kristina Cook, CAE

Chief Executive Officer, National Affordable Housing Management Association

Brenda led 2 retreats for our team in 2024. By the end of each, folks were eager to share and put their learnings into action, thanks to Brenda's incisive activities and active facilitation of our discussions. We are still using tools she introduced us to, helping us navigate a tumultuous time for our work. Our team wants to continue working with her as a facilitator and partner for our team-building efforts.

Dr. Rashada Alexander, Director

American Association for the Advancement of Science (AAAS)

AAAS Science & Technology Policy Fellowships and AAAS Immersive Fellowships

Ms. Brenda Harrington has facilitated the Leadership Development Workshop for the Young Professionals Mentoring Program (YMP) of the Daniel Leadership Institute for over eight years. Brenda's workshops have consistently been engaging, insightful, and transformative, leaving an indelible mark on the leadership and career development of our program fellows. We are deeply grateful for Brenda's dedication, passion, and commitment to excellence, and we look forward to continuing our partnership with her for years to come."

The Daniel Leadership Institute, Silver Spring, Maryland

CLIENTS BRENDA HAS WORKED WITH INCLUDE



SIGNATURE KEYNOTE TOPICS

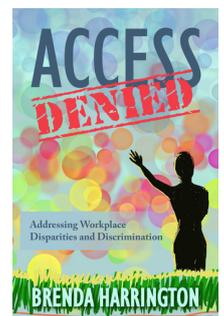
- **DEVELOPING A VUCA MINDSET:** Tools for Unpredictable Times
- **BEYOND MERIT:** Mastering the Unwritten Rules of Workplace Success
- **STRATEGIC SELF-ADVOCACY:** Turning Workplace Barriers into Professional Breakthroughs
- **PROFESSIONAL RESILIENCE:** Thriving Despite Institutional Barriers

FEATURED BOOK

ACCESS DENIED: Addressing Workplace Disparities and Discrimination

In "Access Denied," Brenda Harrington addresses what it takes to pave a path to success in storied detail. She explains that beyond degrees, experience, and competence, it is necessary to interpret an organization's culture, the behaviors that are tolerated, and understand who the power players are.

Through compelling stories and practical reflection exercises, Harrington provides readers with tools to navigate their professional space more successfully, with a view toward building the lives and legacies they want for themselves and their families.



SIGNATURE KEYNOTE TOPICS

DEVELOPING A VUCA MINDSET: Tools for Unpredictable Times

► For professionals determined to excel despite organizational challenges

In today's volatile, uncertain, complex, and ambiguous (VUCA) environment, many of the tried-and-true approaches we've relied on in the past may not be as effective as they once were. Whether you are an individual contributor, manager, subject matter expert or a leader, the moment we're in calls upon us to be nimble, act with dexterity, and keep an open mind.

This discussion is an offering to help you avoid being derailed by unpredictable circumstances and prepare to thrive in times of constant change. We will talk about how the tenets of adaptive leadership can help you respond to emerging challenges with flexibility and confidence, while considering opportunities that may emerge amid uncertainty.

-  Define and recognize VUCA conditions (volatile, uncertain, complex, ambiguous) and explain why traditional approaches may fall short in today's environment
-  Identify the core tenets of adaptive leadership, distinguish it from more conventional approaches and understanding how it applies to different roles
-  Practice reframing uncertainty as a potential source of opportunity while developing a mindset that fosters acting on possibilities that emerge from change

Participants will leave with actionable approaches they can begin applying immediately - regardless of where they sit in an organization - to lead themselves and others more effectively in complex conditions, and to navigate change with confidence.

BEYOND MERIT: Mastering the Unwritten Rules of Workplace Success

► For professionals seeking advancement in complex organizational environments

In this compelling presentation, Brenda shatters the myth that excellence alone guarantees advancement. Drawing from decades of executive experience and coaching success stories, she reveals the hidden playbook that determines who advances and who remains stagnant—regardless of capabilities.

Participants will:

-  Understand the critical gap between performance and progression
-  Learn to decode organizational power structures beyond formal hierarchy
-  Develop strategies for building relationships that transform into meaningful sponsorship
-  Master tactical approaches to navigate workplace politics while maintaining integrity
-  Create a personalized action plan for increasing visibility with key decision-makers

STRATEGIC SELF-ADVOCACY: Turning Workplace Barriers into Professional Breakthroughs

► For professionals determined to increase their impact and visibility

This transformative session equips participants with powerful strategies to advocate for themselves effectively, even in environments that systematically undervalue their contributions. Through compelling case studies and interactive exercises, Brenda demonstrates how to transform obstacles into opportunities for unprecedented growth.

Participants will:

-  Recognize and counter subtle dynamics that diminish contributions
-  Master communication techniques that command attention and respect
-  Create a personal board of advisors for navigating critical career decisions
-  Develop techniques to document and showcase their contributions effectively
-  Take decisive action to maintain authenticity while strategically advancing goals

PROFESSIONAL RESILIENCE: Thriving Despite Institutional Barriers

► For professionals determined to excel despite organizational challenges

This inspiring and practical presentation reveals how setbacks and systemic challenges can become the foundation for extraordinary professional growth. Through powerful storytelling and evidence-based strategies, Brenda demonstrates how to develop the resilience needed to overcome obstacles while maintaining wellbeing and professional momentum.

Participants will:

-  Distinguish between personal challenges and systemic barriers—and why it matters
-  Build a multi-faceted support system that sustains through difficult periods
-  Strategically reframe disappointments into opportunities for growth
-  Develop practical techniques for maintaining wellbeing amid organizational challenges
-  Create a personalized resilience assessment and development plan



BOOK BRENDA HARRINGTON

For keynote speaking, workshops, and leadership consulting inquiries:

✉ bharrington@adaptiveleadershipstrategies.com

🌐 www.adaptiveleadershipstrategies.com

in [linkedin.com/in/brendaharrington](https://www.linkedin.com/in/brendaharrington)