



TOM HARDISON

Founder & President

Generative Leadership Group, LLC

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Professional Expertise

Tom is an experienced executive and team coach with over two decades leading change in the technology field. He partners with senior executives and leadership teams to grow capabilities to deal with challenges, creatively lead amidst complex and uncertain situations and achieve significant outcomes.

Clients appreciate how his “keen intuition and astute observations create a safe space for reflection, growth, critical thinking, and problem solving” enabling them to generate “fresh perspectives, realize new possibilities, and connect the dots to grow personally” while growing their teams and organizations. “My experience with Tom has changed the way I lead.” “He was a fabulous coach who opened my eyes to many approaches.”

Tom’s pragmatic coaching is grounded in his extensive education and continual learning in contemporary, evidence-based methods in leadership, change management, executive and team coaching and growing businesses.

“Tom is one of the best strategic thinkers that I have ever worked with... What really separates Tom, is his ability to see and then realize that vision from inception to execution and results.”

– **George Mulhern, CEO and Chairman, Cradlepoint**

Current and Recent Coaching Assignments

- CEO of a Financial Services company to grow his executive presence and develop his executive team.
- President and Senior Leadership Team of a Healthcare Performance Services company to improve his team leadership and their collective team effectiveness.
- SVP of Nuclear Energy Plant Operations to grow executive team leadership and promotional readiness.

- VP Strategy of a Fortune 200 Global Retailer to effectively lead teams to transform business and supply chain.
- SVP/Country GM of Fortune 500 Retailer to lead change and grow presence as a business leader.
- VP IT Solutions of Fortune 500 Retailer to improve executive presence and cross-functional leadership, becoming a CIO.
- VP Global Engineering & Technology of Fortune 200 Food & Beverage Retailer to lead system wide change.
- Sr Director, Engineering of Fortune 50 Global Software firm to incubate new product solutions.
- Sr Director, Product Management of Fortune 500 Global Software firm to build presence and develop effective teams.
- Associate Counsel, Head of Legal Operations of a Fortune Global Retailer to lead change in a company split.
- Director, Pediatric Intensive Care Unit to develop leaders.
- Director, Finance of a Hospital System to grow leadership presence and lead change with medical practice leaders.

Previous Career History

Independent Consultant and Executive Coach (2013-Present)

Partner with Executives and Leadership teams to create new possibilities, growing themselves and their leaders, teams and organizations through coaching, development and consulting.

Hewlett Packard Company (1984-2012)

Led strategic change initiatives in new category creation, go-to-market capabilities, business development, merger integration, sales operations, marketing, services, technical marketing, and product distribution and manufacturing.

Education and Professional Affiliations

MS in Industrial Engineering and BA in History, Stanford University. Emphasis on leading technology organization success (Leadership, Process, Systems, Organization and Technology).

Certified Presence-Based® Coach, Systemic Team Coach and Professional Certified Coach™, International Coach Federation.

Certified Dare to Lead™ Facilitator, an empirically based courage-building program, based on the research of Dr. Brené Brown.

Certified Leadership System™ Facilitator, transforming leaders' capacity and building Collective Leadership effectiveness.