

# BRIAN GAREAU

Magellan Executive Partners – EXECUTIVE PARTNER



Brian has been blessed with a diverse career that included ever increasing responsibilities and influence. After leaving his first line foreman job in Manufacturing, he spent time in corporate headquarters and eventually became a key spokesperson with all news media (domestic and international). It was here working with C-suite and other senior leaders that he first gained valuable insights on the challenging role executives face.

Next, he moved to Dealer Services and with his team of more than 20 analysts, serviced their North American independent dealer network. This role allowed him to interact with another very successful group of business leaders in many stressful situations to maintain superior parts and service support.

A pivotal point for Brian's interest and passion on workplace culture occurred when he was asked to start-up a new facility. While meeting or exceeding all key business metrics including record P&Ls, Brian and his coaching staff experimented with many new concepts and ideas to create a differentiated workplace while still maintaining locally competitive wages. He had the privilege to tap into many great research studies and practices through interacting with organizations like the Corporate Leadership Council, The Conference Board, Center for Creative Leadership, and Penn State.

That start-up facility became a benchmark and soon its' best practices were transformed into a Start-up Model. Brian continued to fine-tune the model through more than a half dozen additional start-ups and then overseeing 15 operations in North and South America. Finally, as momentum and positive results continued, Brian returned to the corporate headquarters and helped develop a team of OD professionals to support global operations in intentionally developing organizational culture. These services ultimately were expanded to include dealers and suppliers. He was a co-inventor of a patent-pending Cultural Assessment Process (CAP). He and his team also assisted on many enterprise-wide deployments including Corporate Values, Employee Engagement, and Lean Manufacturing.

After leaving his corporate job, Brian was privileged to be a Senior Fellow, Human Capital at The Conference Board. He also started a small, independent consulting business and has been a featured speaker at many trade association events including ConExpo, NSSGA, AEM, and SIMA.

#### **Current Roles:**

- Executive Partner at Magellan Executive Partners
- President/Owner, Brian Gareau, Inc.
- Trustee, Crossroads church

#### **Leadership History:**

- Owner/President, Brian Gareau, Inc.
- Manager, People and Organizational Development, Caterpillar Inc.
- Operations Manager, Caterpillar Logistics Services
- Manager, Dealer Services, Caterpillar Inc.
- Corporate Spokesperson, Caterpillar Inc.

#### **Honors:**

- Sr. Fellow, Human Capital at The Conference Board
- Dr. Cindy Fischer Kids First Award for Excellence – Crittenton Center

Brian is the father of three and Papa to seven grandchildren. He was truly blessed with an amazing wife (Patricia) for over 35 years. Today, his loving and supportive family all live within minutes of each other in the Midwest. He and his 'clan' have a weekly family dinner together. Brian loves storytelling and writing. He has authored or co-authored seven books including four children's books. He is a consultant, author, and speaker.

About Magellan Executive Partners:

Magellan's mission is to grow executives worth following and build businesses that thrive. Working with CEOs, business owners, leaders and companies around the country each year, Magellan is known for its expertise in corporate growth strategies and executive development.



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