



## Breck Arnzen

### Executive Consultant/Coach

#### CONSULTING FOCUS

Team Effectiveness  
Executive Coaching  
Leadership Development

#### LEVEL EXPERTISE

Chief Executive Officers  
General Managers  
Functional leaders  
High potential leaders

#### FUNCTIONAL EXPERTISE

Research and Development  
Sales and Marketing  
Finance and IT  
Human Resources  
Manufacturing and  
Operations

#### INDUSTRY EXPERIENCE

Biotechnology  
Pharmaceuticals  
Healthcare  
Energy  
Financial services  
Information technology  
International Development

#### COMPANY SIZE

Start-ups to Global  
multinationals

#### LOCATIONS

U.S., Europe, Asia, Africa

#### REPRESENTATIVE CLIENTS

Agios  
Aileron  
Alexion  
Aventura  
Biogen  
bluebird  
Epizyme  
Forum  
GSK  
J&J  
Novartis  
Pfizer  
Sekisui  
Trinity

#### ABOUT ARNZENGROUP

Our unique advantage is our expertise in facilitating the human and organizational change required to compete in a global marketplace.

#### SUMMARY

With a commitment to improving the performance of leaders and leadership teams, I launched ArnzenGroup in 2001. I have coached over 300 executives and their leadership teams in U.S., Europe, Asia and Africa. My diverse industry and client experience includes biotechnology, pharmaceuticals, high technology, energy, financial services and international development.

#### TYPICAL CLIENTS

My clients are CEOs, general managers, functional and high potential leaders in larger global and small start-up companies. Many are facing the challenges and complexities of highly competitive business environments or increased responsibilities as they prepare to move to the next level. Due to the multinational nature of business, my experience working in other countries with executives and their teams has given me a cross-cultural perspective that clients find valuable.

#### CONSULTING APPROACH

Although every client and company situation is unique, most assignments usually start with leaders who want to expand their leadership capabilities and/or improve their team's effectiveness. With hands-on experience as functional leader, I bring a practical and results-oriented approach to my work with executives and their teams. Utilizing an array of proven tools and approaches to get clear on the need, I work with clients to customize the solution that helps leaders and teams achieve their strategy, goals and measurable improvements.

#### PROFESSIONAL HISTORY

Before launching ArnzenGroup in 2001, I worked for three Fortune 500 companies (Digital Equipment Corporation, SmithKline Beecham and Avery Dennison) where I was a human resource executive leading leadership and organization development functions. I managed a staff of professionals and led teams. As a result, I have direct experience in global companies and dealing with rapidly changing, complex environments.

#### CREDENTIALS

I have an undergraduate degree in International Relations from Colby College and a master's degree in Human Resource Management from Boston University. I have been Adjunct Faculty of Organization Behavior at Boston University's School of Management, and am a member of their Executive Development Roundtable (EDRT), whose mission is to integrate research on leadership development with contemporary business applications. I also serve as an executive coach at the Advance Management Program (AMP) at Harvard Business School.