



## Executive Coach

# Bo Carrington, MBA

San Antonio, Texas

Bo brings a successful coaching record of more than twenty years, having coached over one hundred leaders through leadership and organizational challenges. His leadership vision is shaped by twenty-five years of varied experiences including his distinguished career in the U.S. Air Force, serving as Vice President of Human Resources during a national expansion, and in other executive roles at high performing organizations in the private sector. Noted for an insightful and adaptable approach to coaching, Bo has built a reputation for skillfully assisting senior level leaders through existing career barriers and guiding high potential leaders into new and expanded roles.

As a business leader, consultant and executive coach, Bo has a distinct focus on helping individual leaders and teams grow in ways that generate concrete business results. He brings out the best in organizations through in-depth analysis to identify practical and pragmatic solutions, strengthening leadership teams with highly tailored development and coaching. Bo views his approach to executive coaching as a measurable business process that should deliver tangible results and ROI.

## Education & Certifications

- B.A. Accounting from Hardin-Sommons University
- M.B.A. from Hardin-Simmons University
- Other Credentials: DISC, Leadership Versatility Index (LVI), Thomas Kilmann Conflict Mode Instrument (TKI), Job Relations Inventory (JRI)

## What clients say about Bo

*"Bo's coaching style helped to build my confidence and trust with him. I appreciate how he took the time to get to know me, spent time becoming familiar with my strengths and weaknesses and has been very generous with his insights and investment in me over time. Leadership development doesn't happen overnight — Bo understands that and is willing to commit to the people he works with over time." CEO, Travel Industry*

*"Working with Bo has helped me deepen my commitment to employee development and motivation with a direct benefit to our business unit. By helping me, he has helped my team achieve higher levels of effectiveness through higher levels of employee engagement. My team is better able to support the needs of our company in a very competitive marketplace." SVP, Finance*

## Highlights

Marshall Goldsmith Stakeholder Centered Coaching (MGSC) Certified

Has worked with and coached over 500 leaders and teams of executives across all levels and industries

Designed, developed, and implemented leadership programs and curricula for high potential development

Acquired early knowledge in intentional leadership during a nine-year career in the United States Air Force

Active community leader at over 25 nonprofits, building business capability and real solutions for systemic problems.