



Jim Shanley, M.B.A

Jim retired from Bank of America in March of 2006 after a 20-year career with the company, in which he played a leadership role in growing the company from a small regional bank into one of the world's largest and most profitable companies, earning in excess of \$70bb in revenue, \$20bb in net income, and employing over 225,000 people. He led the cultural integration in over 15 significant mergers and acquisitions.

At Bank of America, Jim had corporate-wide accountability for staffing, executive development and succession planning, organization development, leadership development, and learning. He was a member of the Management Operating Committee and regularly worked with the Board of Directors. He led a team of over 1,500 professionals and managed a budget in excess of \$300mm. Under Jim's leadership, Bank of America earned a reputation as a benchmark company for their Leadership Development and Talent Management programs and processes.

Jim is the past co-chairman of the Conference Board Council on Training, Education, and Development and served on the Steering Committee of McKinsey & Company's groundbreaking "War for Talent" research project. He is a frequent national speaker on the topics of leadership and executive development, talent management, mergers and acquisitions, and change management. He has also served as a consultant to the White House. Prior to his time at Bank of America, Shanley was a naval officer, a management consultant, and headed up leadership development for a medium-size manufacturing firm.

M.B.A., University of Georgia

B.S., Management, Purdue University

Specialties

- Talent management and succession planning
- Executive assessment, coaching, and assimilation
- Leadership Development: action learning, leadership training, high-potential programs, and development processes
- Top team alignment
- OD work with mergers and acquisitions: culture assessment, cultural integration, change management
- Working with HR functions to increase their effectiveness and impact