

# Jim Shanley

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JIM SHANLEY RETIRED FROM BANK OF AMERICA IN LATE 2005 AFTER A 20-YEAR CAREER WITH THE COMPANY. 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 \$75bb in revenue, \$21bb in net income and employing over 200,000 people. He led the cultural integration in over ten significant mergers and acquisitions.



At Bank of America, he was a member of the Management Operating Committee. He had global accountability for Talent, Staffing, Executive Development & Succession Planning, Organization Development, Leadership Development and Learning, and regularly worked with the Board of Directors. He led a team of over 1500 professionals. Under Jim's leadership, Bank of America earned a reputation as a benchmark company for their HR, Leadership Development and Talent Management programs and processes.

Prior to Bank of America, Shanley was a Naval Officer, a management consultant, and headed up leadership development for a medium-size manufacturing firm.

Jim served on the original steering committee of McKinsey & Company's groundbreaking "War for Talent" research project. He is a frequent national speaker on the topics of Talent Management & Leadership Development. He also served as a consultant to The White House.

Since beginning his consulting firm in early 2006, Jim has worked with some of the most well-regarded companies in the world. His consulting and coaching engagements have been in North America, South America, Western & Central Europe, Russia, India, China, and Australia. Some of Jim's clients include Google, Microsoft, Cognizant, Salesforce, PayPal, MasterCard, Medtronic, J&J, Abbvie, Takeda, Celgene, KKR, Blackstone, Oaktree Capital, Centerbridge Partners, Advent International, HarbourVest Partners, American Securities, Prudential, PIMCO, KPMG, Federal Reserve Bank, Zurich Insurance, USAA, TIAA, Thrivent, MetLife, MassMutual, Fidelity Investments, McDonald's, Avon, Maersk, Coca-Cola, Nike, Chick-fil-A, P.F.Chang's, RJ Reynolds, ITW, Textron, JPMorgan Chase, Clear Channel, Kellogg's, Belk, Halma, DP-DHL, McKesson, Booking, Volvo, Schneider Electric, Mass Mutual, Protective Life, Corning, Masco, Plastipak, Eastman Chemical, Howard University, Duke Energy, NiSource, ComEd, Constellation Energy, Telstra and National Australia Bank.

In 2012 he cofounded the Talent Management Institute at the University of North Carolina in Chapel Hill. The Talent Management Institute has become the most popular executive education program in the world focused on building "talent capabilities" for executives and HR leaders.

Shanley received a B.S. from Purdue University and an MBA from the University of Georgia. His spouse, Vera, is a studio potter and a retired pediatric anesthesiologist. They live on a farm in Hillsborough, North Carolina.