

## Al Lavery



**ESC Consultant Since:** 2010

**Education:**

MBA, University of Oregon

BS in Business, University of Kansas

Graduate, Wharton School Securities Institute

**AREAS OF EXPERTISE:** Investment Management, Recruiting and Selection, Program Implementation, Sales Training

**FOR-PROFIT EXPERIENCE:** Al has significant experience in upper management for major investment firms, holding positions such as Senior Regional Vice President at Wells Fargo and Senior Vice President at Smith Barney. With Smith Barney, he also served as the national director of recruiting at their New York headquarters and Los Angeles region. He was in charge of recruiting and staffing, ultimately developing selection criteria that would be applied to entry-level positions and investment advisors. The criteria and method came to be adopted by the entire company, still in use by both Smith Barney and Al through ESC.

Al was also heavily involved in coaching and education during his business career. At Smith Barney, Al led a training program for the 300 managers around the country focused on enhancing their recruiting and staffing procedures.

**NONPROFIT VOLUNTEER EXPERIENCE:** Al has been on the Board of Olive View UCLA Hospital Foundation for the past 13 years, serving as President twice and as Treasurer once. He is on the committee of the annual fundraising event for LA Christian Health Clinic and was involved in their capital campaign for a new building.

In the past, Al was involved with the American Cancer Society LA Chapter and the Symphony Society in Hawaii. He is also the founder and previous race director of the Hilo Hawaii Marathon.

Al shares his experience with Executive Service Corps and its clients. In addition to client engagements, Al also provides instruction to other consultants on interviewing techniques and best practices in staff and consultant selection processes. Al is currently the President of ESC's Consultant Advisory Council and serves as an *ex officio* member of ESC's board.

**EXAMPLES OF ESC CLIENTS:** Wells Fargo Executive Directors Leadership Institute (Reading Opens Minds, North Valley Caring Services), Community Partners, Entrenous Youth Empowerment

**INTERESTS:** Road and mountain biking, endurance running