

Brett Blair

Executive Life Coach, Author, Speaker and Executive Search Consultant. Author of "From Autopilot to Authentic."

Summary

Brett Blair is President of Sanford Rose Associates – Blair Leadership Group (www.sanfordrose.com/blairleadershipgroup). Since establishing the SRA executive search firm in 2007, Brett has been recognized as one of the top 10% of performers in the global SRAI organization each year. Brett's education and professional background, along with his personal passion for helping organizations and individuals, have provided the foundation for his success. Prior to founding SRA-Blair Leadership Group, Brett enjoyed over 20 years of experience with increased levels of responsibility at AFL (an Alcoa business), a \$1 billion global automotive supplier. Beginning as an Engineer, Brett's career grew through several different functional roles, including many years as Global Director of Human Resources. Brett ultimately was General Manager AFL's \$200 million Automotive Electronics Division, with operations in the U.S., Mexico, Germany and Ireland. Prior to working for AFL, Brett was also employed by 3M Corporation. Brett holds a Bachelor's of Science degree in Industrial Engineering from the University of Missouri, and an MBA from Tennessee State University. Brett also studied International Business and Japanese Language at Sophia University in Tokyo, Japan. He is a member of the Society of Automotive Engineers (SAE), the Society of Human Resources Management (SHRM), and the National Association of Personnel Services (NAPS), where he recognized as a Certified Personnel Consultant (CPC). Specialties: Executive Search Human Resources Entrepreneurship Career and Life Coaching Organizational Culture Assessment and Consulting Goal Setting and Achievement

Experience

President at Sanford Rose Associates - Blair Leadership Group

May 2007 - Present (8 years 8 months)

President Sanford Rose Associates - Blair Leadership Group Executive Search. My firm conducts retained searches for mid to senior level executives in automotive manufacturing firms, as well as specialization in Human Resource and Sales/Marketing leaders in a variety of industries. Our clients have chosen us because of our proven capability in locating and presenting the best talent in the marketplace, usually passive candidates. Sanford Rose Associates is an international executive search firm with 50 offices worldwide. It has been in operations since 1959, and has made over 100,000 placements. We are also part of the International Executive Search Federation (IESF), the largest retained recruiting organization in the world.

General Manager - Automotive Electronics Division at Alcoa Fujikura Ltd.

March 2004 - May 2007 (3 years 3 months)

General Manager of \$200M global automotive electronics business. Manufacturing facilities in Mexico, Germany and Hungary. Key OEM customers in North America, Europe and Asia. Responsible for full P&L for manufacturer of specialty power controllers for automotive and commercial vehicle applications.

Director - Market Development and Business Processes at Alcoa

October 2003 - October 2004 (1 year 1 month)

Responsible for pricing strategy, procurement and business process development.

Global Director - Human Resources at Alcoa

March 1998 - October 2003 (5 years 8 months)

Accountable for Global Human Resources for automotive manufacturing and supply company with 35,000 employees in 11 countries.

Director - Worldwide Trade Compliance at Alcoa (AFL)

October 1996 - March 1998 (1 year 6 months)

Accountable for trade compliance for \$2 Billion automotive company with operations in 11 countries.

Established Alcoa-benchmark International Trade Compliance program.

Volunteer Experience

Board of Directors at The Arc of the Triangle, Inc.

May 2012 - Present (3 years 8 months)

The Arc is the largest national community-based organization advocating for and serving people with intellectual and developmental disabilities and their families. We encompass all ages and all spectrums from autism, Down syndrome, Fragile X and various other developmental disabilities.

Board of Directors at The Lung Transplant Foundation

March 2013 - Present (2 years 10 months)

Our Mission: The national Lung Transplant Foundation's mission is to promote and advance research in order to improve long-term outcomes among lung transplant recipients and to educate and promote awareness about organ donation. Our Vision: The vision of the Lung Transplant Foundation is to complete its mission through the following: - Research: Accelerate research on lung transplant outcomes by providing financial support targeted specifically for lung transplant researchers through a national program. Parlay findings into information and programs for people affected by lung transplant, their families, physicians, and other health professionals. - Fundraising: Identify and attract individuals, corporations, organizations, and granting agencies who are interested in supporting lung transplant research. - Support: Work together with supporting partners of the Lung Transplant Foundation to provide lung transplant recipients, their caregivers, their families and their friends continuous support and access to information and other vital tools necessary to navigate the lung transplantation process. - Advocacy: Partner with donor service organizations to help make lung transplant research a national priority through advocacy programs in

both the public and private sector. Advocate for expanded awareness and increased federal funding for lung transplant research. - Awareness: Increase public awareness and distribute comprehensive information about lung transplantation, organ donation and the need for research to patients, disease-specific organizations, the medical community, the general public, and the media.

Governor at Opportunity International

January 2015 - Present (1 year)

Opportunity International provides life-changing services for people living in poverty worldwide.

Education

Tennessee State University

MBA, Finance, 1988 - 1990

University of Missouri-Columbia

Bachelor of Science, Industrial Engineering, 1979 - 1984

Activities and Societies: Member Sigma Nu Fraternity

Sophia University

N/A, International Business / Japanese Language, 1981 - 1982

Activities and Societies: International Student Club

Skills & Expertise

Full-cycle Recruiting

Executive Coaching

HR Consulting

Executive Search

Trade Compliance

Automotive

Talent Acquisition

Technical Recruiting

Manufacturing

Operations Management

Talent Management

Organizational Development

Employee Relations

Recruiting

Mentoring

Human Resources

Life Coaching

Goal Setting

Motivational Speaking

Writing

Sales

Marketing

Social Media

Long Distance Running
Entrepreneurship
Workforce Planning
Team Building
Succession Planning
Change Management
Performance Management
Leadership Development
Strategic Planning
Business Strategy
International Business
Leadership
New Business Development
Sourcing
Start-ups
Six Sigma
Strategy
Sales Management
Management
Process Improvement
Personnel Management
Applicant Tracking Systems
Strategic Sourcing
Business Development
Cross-functional Team Leadership
Onboarding
Training

Honors and Awards

SRA International President's Club - 2008, 2009, 2010, 2011, and 2012

Interests

Executive Search, Personal development, Life Coaching, Organizational Development

Projects

From Autopilot to Authentic

April 2014 to March 2015

Members: Brett Blair

Book - How to Live Your Exceptional Life

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13 people have recommended Brett

"Brett is the president of by far the best recruiting company that I am aware of. His interest is solely directed toward creating a triple win for all stake holders involved. His attention to detail and keeping all interactions fun and personable are trend setting. Kudos to Brett for living and being on purpose: He just loves help creating new journeys for clients and suitable candidates alike."

— **Ralf W.**, was with another company when working with Brett at Sanford Rose Associates - Blair Leadership Group

"Brett is very professional, knowledgeable and a great person to work with. I am very pleased to be a part of his trusted network."

— **Brian Hagman**, was with another company when working with Brett at Sanford Rose Associates - Blair Leadership Group

"Brett has the character and drive to get the Job done for your executive recruitment needs. He is a go getter!"

— **STEVE G.**, worked with Brett at Sanford Rose Associates - Blair Leadership Group

"Brett is a living, breathing example of leadership through action. He is ahead of the game in doing what is necessary to position and brand both himself and his business to remain a market and industry leader. Brett's forte is in motivating and mentoring those around him for their success. He shares his vision with his team and truly wants them to them to participate with him rather than to just follow along. I highly recommend engaging with Brett and experiencing for yourself ability to forge relationships and to deliver anticipated results."

— **Chuck S.**, worked directly with Brett at Sanford Rose Associates - Blair Leadership Group

"Brett is a dedicated individual who will make sure his client's receive only the best service and the best people. He works hard to understand and meet the exact needs of the people he works with. In today's market place, a mistake in hiring can cost tens of thousands of dollars and considerable amount of time and effort. Brett will help guide you through the process and give you a competitive edge in your market place."

— **Dick B.**, was with another company when working with Brett at Sanford Rose Associates - Blair Leadership Group

"I have had the pleasure of knowing and working with Brett for several years. Through this time, Brett continues to demonstrate a passion for people and a clear focus on making a difference for the individual as well as the organization. His flexibility and willingness to "think outside the box" is a great attribute which Brett possesses. He has a clear understanding of the critical aspects of balance and seeks to contribute and leave a positive legacy in all areas of life."

— **Dr. Jason B.**, was Brett's client

"Brett is a highly effective executive with a keen sense of urgency that is well grounded in the fundamentals of life. His enthusiasm, resilience, wide knowledge of industry and commerce, together with his experience of business situations make him a valuable resource for all that know and work with him. Brett, having the experience of living abroad (Japan) and being bilingual (Japanese), has a multi-cultural perspective that is an advantageous asset. A man of highest integrity, Brett has an amazing capacity for work, always finding time to help and support his friends and business associates."

— **Gary S.**, was with another company when working with Brett at Sanford Rose Associates - Blair Leadership Group

"When I met Brett I knew he would be incredibly successful. What I didn't know is how much fun it would be to go with him on his journey! Brett has taught me a great deal about goal setting, how to approach new situations and just generally how to enjoy what I'm doing. He is inspiring as well as just fun to be around. I appreciate his professionalism as well as his friendship!"

— **Kathy B.**, was with another company when working with Brett at Sanford Rose Associates - Blair Leadership Group

"I have known Brett for 25 years, and can say that he is the ultimate professional in every way. His values, ethics, intelligence, hard work, determination and focus have enabled him to be successful throughout his career. His unique background in business, along with the variation in functional roles that he has held within several organizations, have positioned Brett to be outstanding as an Executive Search Consultant. As the Managing Director of Sanford Rose Associates Executive Search, Brett has built a world-class retained and contingency recruiting practice that has quickly emerged as one of the best in his business. I can highly recommend Brett for executive-level search engagements, both domestically and internationally."

— **Tom H.**, managed Brett at Sanford Rose Associates - Blair Leadership Group

"I have worked with Brett for many years with AFL in supporting his recruiting needs. He was an exception HR professional you could depend on to be honest and know he would help to bring closure to each project. After starting his own Search Business, I had the opportunity to work with Brett on several major search

assignments. He amazed his clients with his enate ability to accomplish his assignments so professionally in an unordinate short time. Brett has made the transition from HR to a service provider like no professional I have ever been associated with in the recruiting industry. He has raised the bar for professionalism while demonstrating an uncanty ability to build his own organization. Brett continues to set new recurring levels for his parent organization yearly. I have thoroughly enjoyed working with, while learning from Brett as he grows with his new organization. I would recommend him without hesitation to any client looking for the best of the best in the Search Field."

— **Frank V.**, reported to Brett at Alcoa

"Brett is a detailed oriented and results based. Brett is a great people oriented associate as well. Brett is experienced and is highly skilled at his profession. I highly recommend Brett and I am a better person for knowing and working with Brett."

— **William Buzzelli**, worked with Brett at Alcoa

"Brett is an outstanding professional with impressive leadership skills to operate in multicultural environment. Brett has been very successful in a variety of endeavors from the administrative areas to the General Manager positions."

— **João José San Martin**, reported to Brett at Alcoa

"Brett is a highly motivated, professional individual with outstanding leadership and ethical characteristics. I personally worked with Brett on a number of projects and found him to be success driven, accountable and an excellent communicator. I would highly recommend Brett as a valuable asset for any organization."

— **Mark S.**, worked with Brett at Alcoa (AFL)

[Contact Brett on LinkedIn](#)