



**Saratoga  
Resource Group LLC**  
*Winning Performance  
Through Human Capital*

## **LARRY BROWER**



Larry is the President of the Saratoga Resource Group LLC. He and his colleagues focus on designing and implementing successful and effective management, leadership, and organizational development initiatives in support of client company objectives. Simply put, they work to help their client companies, and the managers and leaders who run them, be the best that they can be.

Larry's expertise in developing managers and executives is based on 30 years of experience in management, leadership, and organizational development, training, and Human Resources management. This experience has been acquired in companies ranging from an entrepreneurial start-up to two Fortune 500 companies. These companies have been in a diverse group of industries including banking and financial services, insurance, technology, government, energy, telecommunications, education, and consulting.

He has special expertise in the construction and implementation of new, comprehensive learning architectures. Before starting SRG, Larry established, marketed, and managed nationally the corporate Management and Leadership Development function for KeyCorp, a \$65B (assets) banking and financial services holding company. He was also Regional HR Manager and later Corporate Training Manager with nation-wide responsibilities for Orion Capital Companies, an \$800M (sales) insurance and financial services firm.

Larry has also assisted other corporations by testifying as an expert witness in their wrongful discharge, discrimination, negligent hiring, and harassment civil lawsuits regarding their human resource management practices and procedures.

Concurrently, Larry is an adjunct faculty member at the Center for Executive Development at the University of Virginia. He has also taught in the FORUM/East Management Program at Empire State College, State University of New York, Saratoga Springs, NY; the MBA/MPA program at the College of Notre Dame, Belmont, CA; and the management/supervision program at Mission College, Santa Clara, CA. He has also been a visiting lecturer at the Oregon College of Education, Monmouth, OR; Gavilan College, Morgan Hill, CA; and the California State Fire Academy, Asilomar, CA.

Larry's educational background includes a Bachelor of Arts, Political Science, San Francisco State University, and a Master of Public Administration (emphasis in human resource management), California State University, East Bay.

A native of Staunton, VA, he is also a former US Army officer, Military Intelligence Branch, and a decorated Vietnam combat veteran.