

# Brad Thomas

**Advisory Board Member**  
The Kernel

**Former Executive VP & CHRO**



Brad Thomas is a highly respected CEO and C-suite coach whose executive experience spans multiple industries, from aerospace, consumer packaged goods, financial services to manufacturing, medical devices and publishing. He has worked at Fortune 100 companies, including PepsiCo, General Electric, Citigroup and New York Life, as well as several emerging healthcare companies.

He has served as Chief Human Resource Officer at five different corporations and has scaled and built business teams across Asia Pacific, Middle East, Europe, Canada and the Americas. As an ExCo mentor, Thomas works with CEOs, boards, and C-suite leaders on accelerating business performance with a focus on strategy, performance, talent development, and team dynamics.

Thomas's career has been extensive, highlighted by diverse assignments, and global business challenges. He currently serves as an Advisory Board Member for The Kernel, a unique technology advisory firm that seeks to identify, validate, invest, and deploy emerging technology for global clients and proprietary projects.

As an operator, he led HR for over 500 Pepsi Beverage Sales and Manufacturing locations and Citigroup's Global Consumer and Investment Management businesses. Thomas was Chief Human Resource Officer for New York Life, Guardian Life, Readers Digest Association, and multiple early-stage Medical Device companies. As a key member of the C-Suite, he has developed strategy, completed M&A transactions,

realigned structure, improved capability, and delivered significant improvements in market cap. He also focused on improving P&L performance and accelerating individual and organizational capability.

Prior to his business career, Thomas was a Captain in the United States Marine Corps with assignments in Supply Chain and Financial Management.

He holds a business degree from Villanova University, an MBA from Virginia Tech and is a graduate of the GE Corporate Human Leadership Development Program. He has conducted leadership training for organizations including the National Association of Corporate Directors, and The Talent Management Institute at the University of Pennsylvania.

Thomas resides in Arlington, Virginia, and is an avid cyclist, volunteers repairing and restoring vintage automobiles, and enjoys assisting executive career development initiatives.