



# Carrie Cunningham

**Managing Director**  
HR Practice

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Carrie is a trusted talent intelligence and leadership development expert with more than 25 years of experience helping organizations unlock leadership potential and build durable bench strength. As Managing Director of Talent Intelligence at Growth Operators, she partners with middle-market executives, boards, and private equity to bring clarity and confidence to critical talent decisions during periods of growth, transformation, and transition.

Having worked with more than 10,000 individuals using CliftonStrengths, Carrie brings deep assessment expertise combined with practical business insight. Her strengths-based, consultative approach enables clients to identify high-impact leaders, align talent to strategy, and build high-performing teams that support long-term enterprise value creation.

## EDUCATION

Bachelor of Science in Education  
University of Minnesota

## EXPERIENCE

Managing Director  
Salo/Korn Ferry

Founder and CEO  
Cunnington Shift

Director of Organizational  
Development, North  
America  
Carlson Wagonlit Travel

## STRENGTHS

Builds high-performance teams  
Coaching & Advising  
Drives growth and innovative strategies  
Entrepreneurial  
Strategic Business Partner  
Team Leadership & Development

## AREAS OF EXPERTISE

### Talent Assessment & Intelligence

Leverages CliftonStrengths and complementary assessment tools to identify leadership potential, role fit, and organizational alignment—helping leaders make informed, objective talent decisions.

### Leadership Development

Partners with leaders to maximize individual and team strengths, accelerating leadership effectiveness and supporting execution against strategic priorities.

### Organizational Coaching & Consulting

Provides strategic guidance to organizations navigating change, offering insight-driven coaching and advisory support during growth, transition, and organizational evolution.

## INDUSTRY EXPERIENCE

Professional Services  
Business/Executive Coaching

Hospitality



[growthoperators.com](http://growthoperators.com)