



BROOK MANVILLE

Brook Manville is Principal of Philip Brook Manville, a consultancy focused on strategy, organizational development, and executive leadership. Brook has special expertise in knowledge strategy and management, organizational learning, and leadership development. He also serves as an executive coach to for-profit and non-profit leaders. Brook's recent consulting clients have been major foundations, social innovation organizations, and network-style membership enterprises. He is a regular contributor on leadership for *Forbes.com*.

Brook was previously Executive Vice President of the *United Way of America* (the largest U.S. charity) where he led transformation of its membership network to a new strategy of "community impact," and global philanthropy.

Before United Way, Brook was Chief Learning Officer and Customer Evangelist of *Saba Software*, a leading provider of e-learning and human capital tools. There he directed thought leadership, customer and advisory groups, organizational development, and also supported major account programs.

The major part of Brook's career was as a partner at *McKinsey & Company*, specializing in organizational development and knowledge-related strategy. Brook consulted to Fortune 500 companies, and was also a leader of McKinsey's original knowledge management program. He was McKinsey's first Director of Knowledge Management, and CIO, 1991-1994.

Brook has been profiled by Tom Peters in *Liberation Management* (1991), and by *Fast Company* (various) and *Knowledge Management* magazines (2000). He has authored pioneering articles on organizational learning and knowledge management in *Fast Company*, *Harvard Business Review*, *Sloan Management Review*, and other industry publications; and three critically-acclaimed books: *A Company of Citizens: What the World's First Democracy Teaches Leader About Creating Great Organizations* (Harvard Business School Press, 2003, with co-author Josiah Ober); *Judgment Calls: Twelve Stories of Big Decisions and the Teams That Got Them Right* (Harvard Business School Press, 2011, with co-author Thomas Davenport); *The Harvard Business Review Leader's Handbook* (Harvard Business Review Press, 2019, co-authored with Ron Ashkenas).

Trained as a historian, Brook began his career at *Northwestern University* as an award-winning professor and author of several academic publications, including *The Origins of Athenian Citizenship* (Princeton University Press, 1999). During the 1980s, he also worked as a free-lance journalist, business/technology analyst at *CBS, Inc.* and helped launch the first online medical information service for physicians ("*Colleague*").

Brook holds a Ph.D. in history from Yale (1979) and undergraduate degrees in classics from Oxford (1975, *First Class*) and Yale (1972, *magna cum laude*). He lives in Bethesda, MD (USA), with wife Margarita Egan. They are parents of three children.