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## BEAU RIVER, Psy.D. PARTNER



Beau is passionate about helping organizations promote human development in a way that drives business growth. This is a core tenet of his work, from helping design and implement competency models and leadership development programs to supporting long-term succession planning and due diligence as part of M&A. His coaching is fundamentally focused on bringing the best out of people by accelerating the development of individuals and their teams. His professional experience reflects his appreciation of diversity, with clients from the middle market to family-owned/privately-operated companies and Fortune 500 organizations. He has supported leaders across functional disciplines and worked in a range of industries. Specifically, in his work with multiple signature private equity firms, Beau has created insight and alignment throughout the due diligence process to ensure effective execution of the investment thesis.

His primary areas of interest and expertise include executive assessment, leadership coaching and HiPo development, and facilitating high-performance teams to enhance collaboration and collective success. He also has extensive experience evaluating the governance and overall fiduciary effectiveness of corporate boards. As a Partner at Vantage, he is committed to building transformative relationships with clients based on mutual trust and a deep understanding of their business needs.

As an adjunct faculty member, Beau has taught executive coaching and supported women's leadership executive education at Northwestern University, as well as worked with the University of Chicago's Booth School of Business students to hone their executive skillsets. He has presented his research on high-potential leaders at conferences hosted by the Society of Industrial-Organizational Psychology, Society of Consulting Psychology, and SHRM. He frequently publishes his insights and is a regular contributor to *Forbes* in the area of leadership strategy. In his spare time, Beau enjoys yoga, biking, and building Legos with his sons, Theo and Wynnie.

“Democracy is the conviction that there are extraordinary possibilities in ordinary people.”  
- Harry Emerson Fosdick