



Dan Broekhuizen

Senior Advisor

Dan Broekhuizen knows what happens when a company's leadership culture and its growth strategy stop reinforcing each other. As a former VP of Leadership Development and Culture at NTT DATA — a global IT services firm with over 190,000 employees — he built and led the systems that connected individual leadership behavior to performance at scale. That's not a theoretical problem for Dan. He has lived it from inside the organization.

Before Teamalytics, Dan served as VP of People Operations across multiple IT and SaaS companies, leading through acquisition, rapid scaling, and the kind of organizational change that exposes whether a leadership team actually trusts each other. He has studied leadership at CEDEP/INSEAD in Fontainebleau, France, and holds an MA in Industrial and Organizational Psychology — credentials that inform a disciplined, data-grounded approach to behavioral change. He has also advised SaaS technology startups in supply chain and human performance software, where he has seen how leadership dynamics either accelerate or stall technical execution.

At Teamalytics, Dan works with senior leadership teams across all industries to include technology, healthcare, and hospitality — surfacing the behavioral data that makes friction visible, helping teams identify the one or two constraints that are actually limiting performance, and building the shared commitments that hold under pressure. He brings particular depth to organizations where the gap between technical capability and team effectiveness is the hidden constraint on growth.

Dan and his wife, Lisa, live in Douglas, Michigan.



EDUCATION

MA, Industrial & Organizational Psychology,
Michigan University

Leadership Studies,
CEDEP/INSEAD
Fontainebleau, France

CAREER HIGHLIGHTS

- Former VP, Leadership Development & Culture, NTT DATA, one of the world's largest IT services firms
- VP of People Operations across multiple IT and SaaS companies
- 20+ years building leadership capability in technology, healthcare, and hospitality sectors