



Dr. Tim Gardner

Senior Advisor

Tim Gardner has spent more than 40 years studying what actually changes human behavior — and what makes people resistant to it. With a clinical background that includes founding two professional counseling centers, a doctorate from Anderson University, and a master's in counseling, he brings a depth of behavioral science to executive leadership work that most advisors don't have access to.

Before his focus on corporate leadership, Tim served as director of culture and leadership development for a national home services company and led his own leadership development firm. He published three books and dozens of magazine articles on human behavior, relationships, and organizational culture. His career began on the clinical side of human behavior, where the focus wasn't organizational dynamics but the interpersonal patterns that determine whether people can actually work together. That background makes him uniquely effective in situations involving founder-executive tension, leadership team conflict, and the kind of interpersonal friction that surfaces during integration or transition.

At Teamalytics, Tim works with executive teams across industries — helping them surface the behavioral data that reveals what the team won't say out loud, focus on the specific constraints slowing execution, and build the shared commitments that create real accountability. He has helped PE-backed portfolio companies grow revenue and EBITDA by addressing the leadership dynamics that were limiting both — and has done it with the direct, data-grounded, occasionally disarming candor that his clients consistently cite as the thing that changed something.

Tim and his wife, Amy, live in central Indiana.



CAREER HIGHLIGHTS

- Retired U.S. Army Colonel — 30 years of service including aviation commands at Tactical, Operational, and Strategic levels
- First Chief Learning Officer, DynCorp International — led leadership development for 2,500 leaders globally during rapid wartime scale
- SVP Leadership Development, Alltel Corporation — built and delivered programs for top 3,000 leaders

EDUCATION

- MS, United States Air Force War College
- MSA, Central Michigan University
- BS, United States Military Academy at West Point