
Thomas J. Tierney



Thomas J. Tierney is the former chief executive of Bain & Company, the international consulting firm. He is also the founder and chairman of The Bridgespan Group, a nonprofit 501(c)(3) organization dedicated to helping other nonprofits achieve greater social impact by applying leading-edge management strategies, tools and talent.

Mr. Tierney joined Bain & Company in 1980 following graduation from Harvard Business School, where he received his MBA with distinction. A native of California, he received his BA in Economics with highest distinction from the University of California at Davis, where he was honored as that year's most outstanding graduate. Mr. Tierney worked for Bechtel International in North Africa as a field engineer before entering HBS. He was promoted to partner after three years at Bain & Company, and in 1987 became managing director of Bain's San Francisco office. From 1992 to early 2000 he served as Bain's chief executive.

During the 1990's, under Mr. Tierney's leadership, Bain & Company grew its revenues six-fold, while expanding from 12 to 25 offices worldwide. The firm aggressively broadened its technology and e-commerce practices, while becoming the global leader in consulting to private equity firms. Simultaneously, Bain successfully invested in numerous private equity ventures, an approach relatively unique among top tier consulting firms.

In 2000 Mr. Tierney established the Bridgespan Group, an independent, nonprofit affiliate of Bain & Company designed to provide high-quality consulting and knowledge-sharing services to foundations and nonprofit organizations. Subsequently, Mr. Tierney stepped down as Bain & Company's Worldwide Managing Director to focus on the Bridgespan Group and related strategic issues in the social sector. In April 2001 he conceived a Bridgespan initiative dedicated to attracting, developing and connecting senior leadership and board talent for the sector; that organization, Bridgestar, launched in December 2003.

Mr. Tierney serves as a director of eBay, Incorporated. He is also active on a number of non-profit boards and advisory groups including The National Center for Public Policy and Higher Education, Woods Hole Oceanographic Institute, the Hoover Institution, the Inner City Scholarship Fund, the Harvard Business School Initiative on Social Enterprise and The National Academies. He is a past director of many other nonprofit organizations including The United Way, The Committee for Economic Development, The Nature Conservancy, and WGBH.

Mr. Tierney lectures at Harvard Business School and has contributed to numerous case studies and publications, including the Harvard Business Review. He has been often profiled, including in the books *Learning from the CEO*, published by Forbes, and *Finishing Well* by Bob Buford. He co-authored a book about organization and strategy, entitled *Aligning the Stars*, which was published in April 2002 by Harvard Business School Press. He is a frequent keynote speaker to both business and nonprofit audiences on topics ranging from philanthropy to leadership.

Mr. Tierney lives with his wife and two children in Wellesley, Massachusetts.