



About the Frew & Associates Team



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Barry was born in Portland Oregon but grew up in Roseburg, Oregon, a small logging town in Oregon in the 50's and 60's. After completing an associate degree, he joined the Navy and served 3 tours in Vietnam. He served aboard the USS Hornet and was part of the primary recovery crew for the Apollo 11 moon landing. He served in uniform for 20 years after enlisting and was converted to commissioned officer status mid-career. He also served aboard the USS Midway, homeported in Japan. After retiring from uniform service, he served an additional 18 years in the Department of Defense as a civilian faculty member at the Naval Postgraduate School (NPS), in Monterey, California. He served in a variety of roles at the school including professor and Dean and was awarded academic tenure as well as many awards for teaching, innovation, and leadership during his two government careers (military and civilian.)

In 1997, Barry founded and directed the Center for Executive Education (CEE) at NPS. The Center provided boundary-expanding programs for the U.S. Navy and Department of Defense Flag officers (Generals and Admirals) and Senior Executive Service civilians. Programs delivered by this Center rapidly built a large following and reputation within and external to the Navy. His programs have been credited for changing the culture of Navy leadership, changing the dialogue within the Navy, and expanding the awareness and perception regarding leaders' vision of future possibilities and outcomes. Hundreds of military Admirals and Generals have attended his courses and Barry has coached many of them as well. His entrepreneurial spirit and his innovative approach to executive education have been the focus of many articles, magazines, and news periodicals including New York Lawyer, Chips, Naval Proceedings, and Fast Company. The Center also custom-designed programs for the Navy SEAL community and other mindset-shifting programs for mid-grade officers for the Secretary of the Navy.

Upon leaving his tenured faculty position at NPS in 2002, Barry founded and continues to lead Frew & Associates, an independent professional development firm. Frew & Associates designs and delivers custom and purpose-built development programs that stretch the thinking and enable higher levels of performance for individuals, teams, and organizations. Development programs include deep and practical learning sessions, coaching, and mentoring. These custom programs assist clients in gaining sustainable high performance by becoming

more effective at thinking, communicating, learning, personal and organizational change, and generating higher engagement levels for those they lead. Barry has a robust and active coaching business and continues to design and deliver deep learning events and consulting engagements for a broad range of clients and organizations. This work has proven to be highly impactful for thousands of people who are individual contributors, new and experienced supervisors, mid-level managers and leaders, as well as the most senior and most experienced leaders.

Dr. Frew and his company, Frew & Associates, serve public, nonprofit, and private sector clients. The positive impact has been felt by chairpersons, CEOs, C-suite, senior executives, mid-management, as well as front-line contributors, and teenagers. He has directed leadership development programs for large and small teams. He led a long-term development effort for senior leaders during a sustained period of highest growth for Keurig Green Mountain Coffee (now Keurig Dr. Pepper) and for several public and nonprofit sector organizations. Currently, the client focus is on developing and expanding the Leadership Carmel program and offerings and also includes community-focused local clients.

He was educated at Miami of Ohio (BS in Applied Math/Operations Research/Systems Analysis), Naval Postgraduate School (MS in Computer Systems Management), and completed his doctoral work at Golden Gate University in Public Administration.

Back in the day, he played lots of competitive racquetball and softball, completed 5 marathons, and many 10Ks. His family means everything to him and he enjoys skiing, classic cars, and automobile racing. He has an inactive private pilot license and safely completed a solo parachute jump.



Jeanne Frew | CFO

Jeanne Frew
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Jeanne's experience is broad from highly technical (technology-based) to senior leadership and professional development. The emphasis has often been on leading and managing change, and on helping others expand their thinking boundaries. The audience has been public and private sectors, not-for-profit, and in educational settings. Her processes have included formal and informal learning programs, coaching and mentoring, as well as, leadership by example.

Her private sector work prior to Frew & Associates included working for a Big 8 Accounting Firm as an Information Technology Consultant and Auditor, and leading a major development technology program for a petroleum company. She has also worked for California State University Monterey Bay, and Naval Postgraduate School.

In her previous job prior to Frew & Associates, Ms. Frew led a military organization as the senior civilian (Technical Director). She provided leadership, strategic thinking, policy development, long-range planning in all aspects of the business, human capital management, and fiscal oversight in a rapidly changing unpredictable environment. Ms. Frew was successful in helping individuals and the organization achieve organizational alignment and transformational change.

Since joining Frew & Associates in 2005, Ms. Frew has designed, developed, and delivered professional development learning events, programs, and coaching. In addition, she assists in the development of professional development content and is certified/licensed in several assessments. She also provides operational and logistical support for F&A and for the learning events, coaching, and consulting for our clients.

Jeanne was born and raised in Roanoke, Virginia. She has a BS in Math from Roanoke College and an MS in Information Technology Management from Naval Postgraduate School. She did Doctoral Studies also at NPS. She retired as a Senior Civil Service Employee in 2003. She has run four marathons and continues to focus on a healthy lifestyle including exercise and diet. She enjoys entertaining and cooking for large gatherings of family, extended family, and friends. Her family is everything to Jeanne.