



## **Kevin Pickhardt**

Kevin is a lifelong student and leadership practitioner. Kevin has been the CEO of Pharos Systems International, an enterprise cloud software provider for the past 24 years, until shifting into the role of Executive Chairman this past October. In his role as CEO, Kevin worked alongside Lee Thayer for 15 years, speaking at leadership conferences and sitting as a member of the advisory board for the Thayer Institute. It is in his involvement with Lee that I (Chris) came to cross paths with Kevin, and recognize that we share not only our admiration for Lee's wisdom and philosophy, but also the day-to-day challenge of how to put it in practice in the real world within our organizations.

Kevin is also a lucky and happy husband to his wife Sarah for 30-years, and the father of two daughters who are themselves out in the working world finding their own unique purpose and direction in life.

Outside of his role with Pharos Systems, Kevin is the Chairman of the Board of The Monroe Plan for Medical Care – a leader in Healthcare for Underserved Populations throughout Western and Central New York State.

He is an avid golfer – trying to perfect imperfection.