

# CHUCK GOUNARIS

## A LIFELONG BUILDER OF BUSINESSES AND LEADERS

Charles Gounaris is a seasoned executive with leadership experience at EDS, GPU, IBM, NOVA Chemicals, and Charles Gounaris & Associates. He currently serves as Master Chair with Vistage International, President of Charles Gounaris & Associates, LLC, and Senior Partner at Synergistics Systems HC, a Predictive Index company. Charles brings deep expertise in strategic leadership, organizational design, and change management, with a proven record of helping leaders and organizations translate vision into measurable growth and sustained performance.

Throughout his career, Charles has led global expansion initiatives, driven multimillion-dollar business growth, and delivered operational excellence across diverse industries. He has advised over 75 CEOs and executive teams, enabling 2–3X growth through strategic execution and leadership development. Charles holds a B.S. in Management & Information Technology from Pennsylvania State University and completed the Vistage Executive Leadership Program at the Stanford Graduate School of Business.



“Driving sustainable growth through leadership.”



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