



## Areas of Expertise

- Executive Coaching
- Team Style Profiles
- Large group system
- Engagement and improvement
- Process Design/Innovation
- New Leader Training
- Large Meeting Design and Facilitation

## Certifications

- CCL's Benchmarks 360
- DesignThinker
- Rummler-Brache Process Improvement
- Myers Briggs Type Indicator
- Team Management Index
- HBDI

## Rich McLaughlin, Ph.D.

Rich McLaughlin, M.A. has over 20 years experience helping leaders develop their teams more effectively and find simpler ways to engage employees and tap their wisdom to innovate operations and explore new business opportunities. Since 1997, Rich has helped organizations accelerate new leaders into the organization, develop leadership bench strength, and expand management's thinking about what's possible and how to engage people around those ideas. Some of his clients include: IBM, Accenture, Baxter Healthcare, and the Chicago Board of Trade. Having spent time working inside at Accenture, Square D Company and Baxter Healthcare Corporation, Rich brings a well-rounded perspective to bear on a client's business challenges.

Rich's experience with action learning led to publishing *The Experience-Based Learning Guide: Consulting Tools and Exercises that Facilitate Team Learning*. Rich received his B.S. in Education from The College of New Jersey, his M.A. in Adult Education from The Ohio State University and was a consulting faculty member of the University of Notre Dame's College of Business for six years. He has presented at numerous conferences on topics including leadership development, employee engagement, experiential learning and innovation process and practices.