



# RICH MCLAUGHLIN

Senior Facilitator, Leadership Development Consultant

## OVERVIEW

Rich McLaughlin – a certified facilitator and a seasoned speaker has been designing and facilitating leadership and interpersonal skills workshops, team-building sessions, and innovation and employee engagement processes for over 30 years.

Having spent time working inside companies such as Arthur Andersen, Square D Company, Baxter Healthcare and Girl Scouts USA, Rich brings broad industry knowledge to his work. He also brings an experiential approach in his work with client teams. His client's value the engaging way he works with their people whether facilitating a leadership workshop, working with a specific team, or challenging employees to be more accountable for the whole.

Rich spent time learning about instructional design and change management at Accenture, helped Square D Company develop and implement their TQM programs and processes and developed the leadership curriculum and internal consulting practice at Baxter Healthcare during his time as an internal OD practitioner. The last 8 years of his practice he has been following the intersection of Improv, Innovation and Design Thinking.

## EDUCATION

- 14,000 hours facilitating strategic planning, leadership training workshops and employee engagement and innovation efforts
- M.A. in Training and Development for Business and Industry, Ohio State University
- B.A. in Education, College of NJ
- 15 years as Adjunct Faculty for University of Notre Dame's College of Business

## AREAS OF EXPERTISE

- MBTI, Barrett Values Suite
- EQi-2.0
- CCL's Benchmarks 360
- Miller Project Management
- Rummier-Brache Process Improvement
- HBDI
- I-Speak

## WHAT CLIENTS SAY

*"Rich's true gift is in his facilitation skills. He knows how to engage and challenge an audience. He has been the best consultant I have worked with when it comes to hearing a client's needs and then designing experiential approaches that help people build skills practically so what was learned can easily be applied in the workplace. I would highly recommend Rich to any organization going through change."*

**- General Manager, Kingbridge Conference Centre**

*"Rich and I tackled a project to reduce stress within my staff and to help them understand their opportunities for process improvement and relationship building. It was an agonizing process. My team had no sense of their work process and how much they were required to interact with others. Through Rich's coaching, they identified their own disconnects and convoluted processes and were able to identify process improvements. Rich was uncanny in identifying underlying issues that were blocking openness within the team. He was also open and honest in his feedback to me on how I could improve my skills in the context of working with and helping to develop my team."*

**- Manager, Baxter Healthcare**

*"Rich offers teams and organizations a wealth of practical information to help them improve their performance. From years of coaching and consulting, Rich has a vast library of experience and tools to help teams understand barriers to resistance--a common barrier to performance excellence. Any organization interested in transforming how they do their work would benefit from Rich's coaching and insight."*

**- Director, Scripps Health**

## NOTABLE CLIENT EXPERIENCE

Accenture • PWC • Siemens Diagnostics • Baxter Healthcare • Novartis • IWCO • BASF • Chicago Board of Trade • Integra LifeSciences • University of Notre Dame • Edwards Life Sciences

