



RICK HARDIN

“LONG-LASTING CHANGE SOONER OR LATER INVOLVES A CHANGE TO ORGANIZATIONAL STRUCTURE”

Organization Design

Transformation

Culture Change

CHANGE AGENT

- Transformation leader for Harley Davidson; Newport News Shipping
- Culture change lead for Mercer M & A Practice
- Globalization of IT for KPMG – Europe Strategy business

THOUGHT LEADER

- Organization as System - - The Neglected Middle - article
- Transformation models: Congruence, STAR; Oshrey Systems
- Lean Leadership Development
- Leader as Coach – Servant Leadership

CO-CREATOR OF CHANGE

- *Lead org. design teams across dozens of engagements*
- *Transformation team leader for large scale change*
- *M&A team leader – connecting multiple teams across companies*

DEVELOPER OF NEXT LEVEL LEADERS

- Leadership pipeline coaching
- Action Learning for leader development
- Coaching change leaders in multiple companies

WORK EXPERIENCE & EDUCATION

- Rick Hardin & Assoc. - consulting
- Harley-Davidson - Org development leader
- Delta Consulting - change consulting
- Nolan, Norton - IT Strategy
- PhD. Cornell University
- BA. University of California, Santa Cruz