



Rich has over 15 years of corporate leadership experience and 20 years of management consulting experience. During that time he honed his skills as a change leader, “fix-it” manager, and coach. In his corporate role at Bank of America, Rich was an operating manager in retail and corporate banking, where he was responsible for risk management and relationship banking. He then led organizational development and training functions. During this period, he managed the development of matrix and distance leadership skills for international banking offices.

Appointed as Vice President of Human Resource Development in Southern California, he was responsible for implementing the retail bank’s transformation to a sales culture. Rich has combined his experience as a general manager and as an international consultant to coach C-level and junior executives in a variety of industries, such as entertainment, power generation and utilities, pharmaceuticals, and arts and cultural organizations. He has also developed leadership programs that cross organizational, cultural, and geographic boundaries. He conducted a Strategic Leadership program for Dow Corning that was delivered around the globe for culturally diverse executive groups. The program won the American Society for Training and Development’s 1999 Excellence in Practice citation.

He has also conducted leadership programs globally for Disney’s Consumer Products Division. Additionally, Rich developed the first leadership development program for creative and production staff at Disney’s TV Animation division, as well as a leadership program for Disney’s ABC TV and Cable Networks Division. Other clients who have benefited from Rich’s expertise includes San Diego Gas and Electric, Universal Pictures, Apple Computer, Microsoft, Fandango, American Red Cross, The Getty Museum, The Nigerian Government, The Ethiopian Ministry of Health, GlaxoSmithKline, British Petroleum, Sempra Energy, City of Hope, GATX Capital and others.

Rich serves as an on-call faculty member with the Center for Creative Leadership, the largest developer of leadership talent in the US. He is also adjunct faculty with the corporate education department of the University of California, San Diego, where he teaches management development and team-building courses for executives.

Rich holds a B.A. in finance and has completed the graduate level Advanced Organizational Development Program at Columbia University. Professionally, Rich has served on the boards of the Professional Coaches and Mentors Association and the San Diego Organizational Development Network. He has also presented at their conferences. Personally, Rich is on the board of directors of the Pat Rincon Dance Collective (rincondance.org), the pre-eminent modern dance company of San Diego. He was also a founding board member of the Red Lotus Society, an organization dedicated to a more peaceful and sustainable world through the practice of conscious movement and meditation. Music and tennis are his passions.