

Rich McLaughlin

Rich has been an observer and practitioner of innovation and employee engagement processes for over 20 years. He has over 15,000 hours designing and facilitating leadership and interpersonal skills workshops, team-building and innovation explorations with teams to help them jump start their change and innovation efforts. Rich also enjoys helping leaders grow by focusing more on people skills and less on technical ones. He 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.

Rich received his M.A. in Training and Development for Business from Ohio State University, and has been consulting faculty for the University of Notre Dame's College of Business since 2000. He is author of, *Rules of Engagement: A Story About How Leaders Can More Effectively Engage Employees*. And he co-authored *Tapping Team Intelligence: Exercises that connect team members, engage their creativity and foster collaboration*. He has also been active member for the board for Mid-NJ ATD and chairs the Facilitation and Experiential Learning SIG for them.

Certifications: HBDI, MBTI, Team Management Profile, EQi-2.0, Barrett-Values Suite, Miller Project Management, Rummler Process Mapping, Experience Innovation

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. ~ Lisa G., General Manager