



Rick Hardin, Ph.D.

Director

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Professional Highlights

Rick joined the Leadership and Organizational Effectiveness community as a Director in March of 2015. Rick's career has been as a strategic organizational advisor to senior executives, Boards, and senior teams to achieve significant and lasting performance improvements. His work as an external advisor has involved leading organizational transformation, organizational design and culture change, senior team effectiveness, leadership development, and merger and acquisition culture integration support. In an internal change leadership role Rick has led the organization effectiveness function at Harley-Davidson. In that role he had responsibility for leading the cultural and leadership efforts to support Harley's 2009 – 2013 Manufacturing Transformation. He has consulting in the Manufacturing, Publishing, Health Care Provider, Pharmaceuticals and Defence sectors.

Client Experience

In recent client engagements, Rick:

- Coached the NA senior team of a major tire manufacturer on their effectiveness and strategy for developing their leaders
- Led the Organization redesign and culture change team in support of global motorcycle manufacturer as a part of their Lean Transformation at 4 factories in NA and two internationally
- Performed cultural/leadership transformation diagnostic and plan for a global Truck manufacturer
- Performed organizational design for leading digital and print publisher in the Learning and Leadership development marketplace
- Led the Culture Change merger integration effort for a major defence firm
- Supported the global re-design of a custom plastic molding firm
- Performed due-diligence for cultural integration for over a dozen companies

Affiliations

Rick has a Ph.D. and M.S. In Organizational Behavior from Cornell University, and a B.S. highest honors in Community Studies/Education from University of California, Santa Cruz. Rick has been: Associate Professor Public Health Boston University; Partner and Office lead for New York for Nolan Norton (later KPMG); Practice Lead for Utrecht, Netherlands; Director in IBM's Business Transformation Consulting Practice; Managing Director with Delta Consulting; Owner/Founder of Rick Hardin & Associates.