

# RICK SWEGAN

---



Rick Swegan is a seasoned consultant, executive coach, trainer, certified assessor and sales professional utilizing more than thirty years of experience to partner with clients to assess and enhance their organization and business performance.

- Rick partners with executives and leadership team to understand their organization's vision for the future; assess how their organization's culture, systems, and processes support or challenge the desired culture; and devise actionable strategies for achieving that desired future state.
- He has led successful single-site and organization-wide organizational change efforts, leadership development systems, employee engagement processes with a wide range of national and multi-national clients, including numerous Fortune 100 organizations, from a wide range of industries including automotive, chemicals, food and beverage, pharmaceuticals, and services.
- Rick is an experienced executive coach who serves as a trusted advisor to senior leaders. Rick's coaching focuses on aligning executive leadership practice and style so that they support the organization's desired organizational culture and send a consistent message about the organization's values.
- Utilizing his extensive experience in assessment, succession planning and leadership development, Rick has designed and implemented leadership assessment and development processes to help clients identify talent, accelerate development and fill current and future leadership needs. Rick also has extensive experience as an assessor, evaluating the skills and abilities of individuals both on a one-on-one basis and as part of more formal assessment centers.
- In addition to his assessment and coaching experience, Rick has broad experience as a stand-up trainer. He has delivered leadership, sales and development programs from first-line to the executive suite.
- Rick served as a vice president and senior organizational consultant for an international talent and career management consulting firm, as a global account manager, manager of regional consulting and as a vice president of human resources.
- He holds certifications as a Master Trainer for a wide variety of DDI training programs, is a certified job analyst, and is certified in Huthwaite SPIN Selling, Miller Heiman Strategic Selling, and is certified to use the Birkman and Hogan inventories.
- Rick holds a Masters in Education from Ohio Univerisity and has completed doctoral courses at The Ohio State University. He has served as an adjunct faculty member at Duquesne University, designing and teaching courses on leadership in the virtual workplace.
- He is the co-author of *Dot Calm: The Search for Sanity in a Wired World* (published by Berrett-Koehler) and author of the recently published *The Memories of Thomas M'Clintock: A Quiet Warrior for Women's Rights and the Abolition of Slavery*. Additionally, he has authored exercises published in *Training and Performance Sourcebook* and booklets on sales coaching published by Mancini-M'Clintock Press.



3000 Village Run Road  
Bldg 103, #310  
Wexford, PA 15090 USA  
T: 412.925.9444

[rick@rickswegan.com](mailto:rick@rickswegan.com)