

January 2015

**Rick Huntley**

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A highly skilled leadership development and change consultant, coach, facilitator and teacher with demonstrated ability to successfully facilitate learning and skill development using group development theory, experiential learning and personal growth.

- Adept at designing, facilitating and consulting to create organization-wide change, successfully assessing current state and designing strategic roadmap for desired outcomes;
  - Extensive experience consulting and developing senior leadership teams;
  - Demonstrated ability to execute actionable and targeted change management plans, including communication and stakeholder management plans, training and change readiness plan;
  - Track record of integrating organization-wide leadership skills for working across multiple dimensions of difference and developing strategy for sustaining inclusion system-wide;
  - Strong background facilitating participant-centered, inquiry-driven and experience oriented cohort learning programs
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**Education and Post Graduate Development:**

- Post Graduate Certificate, Organization & Systems Development, Gestalt OSD Center, Cleveland, Ohio
- Master of Science, Howard University, Washington, DC
- Bachelor of Science, Morgan University, Baltimore, Maryland

**Rick Huntley Consulting, LLC**

**CEO & Chief Consultant**

2003-Present

Full service organization consulting practice offering culture change, change facilitation, leadership strategy, development and implementation, 360 Profile assessment, meeting facilitation, diversity, inclusion and culture education, design and facilitation.

*Rick Huntley Consulting Partial Client Engagements (2006 to Present):*

**Service Employees International Union (SEIU)**

The BOLD Center

Leadership & Organizational Equity & Change Consultant

Create organizational leadership and equity models and skills to facilitate system-wide dialogue for change; work closely with senior leadership with variety of local unions on designing, implementing and evaluating change strategies that create equitable and inclusive organizations; consult with senior leaders to assess organization and leadership development needs of divisions, departments and local unions; facilitate high-level strategic development processes; develop internal change initiatives; provide coaching for senior leaders and staff; consultant, facilitator and coach for organization's leadership development program

**NYU Langone Medical Center**

Intensive Leadership Development Program

Coach & Consultant

Coaching, consulting and training in cohort model intensive leadership development program designed to develop leadership strength and capacity of the next generation of physicians and senior administrators

**NYU Langone Medical Center**

Departmental OD Intervention

Coach & Consultant

Collaborate with a medical center's department to improve morale, re-establish trust; institute mechanisms to identify and resolve issues between management and staff, working with staff to own role in creating a positive work environment, and address structural sources of dissatisfaction and improve management strategies and skills at consistently engaging staff

Designed data collection sessions, facilitated data collection, analyze data and created thematic report with recommendations, executive leadership coaching, inter-department conflict facilitation, shadow consulting

**National Institutes of Health**

**National Institute of Allergy & Infectious Diseases**

Consulted with Software Development Branch executive around vision and mission clarification, leadership change team development, generating branch-wide change communication strategy, change leadership team coaching, and implementation change strategy.

**National Education Association  
Office of the Chief Financial Officer (OCFO)**

Consulting and coaching with the OCFO and his senior leadership team to increase team's performance outcomes and creating a departmental culture for emergent leadership throughout the OCFO

**Pfizer Corporation**

Diversity Leadership Consultant

Consulted to establish business imperative for creating inclusive environment to support individual, team and organization performance to top 1000 domestic and international leaders, helped them to identify behaviors required to successfully facilitate an inclusive workforce.

**Other clients** *(previous):*

University of Arizona Medical Center, Novartis Corporation

**Academic Experience** *(Adjunct Professorial Lecturer):*

American University, *School of Public Affairs, MSOD Program, 2013-Present*

Work with students to examine essential theories of groups, group dynamics and systemic change; strengthened students understanding of and readiness to use methods and tools for team development; developed their competence in designing and facilitating change in human systems; encouraged students to become reflective, critical learners of systemic change in teams and systems; provided opportunities for students to explore their use of self in a supportive and professionally challenging environment.

Georgetown University, *Center Continuing Professional Education, Strategic Diversity and Inclusion, 2011-Present*

Work with students to gain a sound understanding of the latest academic research and best practices in the fields of cultural competency and diversity and inclusion. Students learn to apply knowledge to their work using a systems-thinking approach, linking emerging diversity and inclusion research with current theories in organization development and change management,

**Cohort Leadership Development Experience:**

- National Institutes of Health, NIAID, Art of Leadership Program, 2010-2014
- The World Bank Group, Foundations of Team Leadership, 2008-2011
- NTL Institute's Diversity Leadership Certificate Program, 2005-2009
- National Labor Leadership Initiative, Leadership Development, 2014

Prior to Rick Huntley Consulting, LLC

Outlook Psychotherapy & Consultation, LLC, *Owner & Principal, 1993 to 2003*

Provided individual, couple and family psychotherapy to a diverse patient population; provided Critical Incident Stress Debriefings for organizations experiencing aftermath of traumatic event; corporate stress management training; offered clinical supervision to clinicians in private mental health practice.

Human Affairs International, Inc., *Manager, Clinical Services, Washington, DC, 1987-1993*

Provided Employee Assistance Programs and Managed Mental Health services to U.S. and international corporations. I was responsible for staff supervision, development, and supervisory training.

**Publications**

- Understanding and Using System Energy, Rianna Moore & Rick Huntley, Practicing Social Change Journal, Issue 4, November 2011

**360 Profile Certifications**

- The Leadership Circle Profile
- The Leadership Circle Culture Survey
- Lominger Voices

**Professional Affiliation**

- NTL Institute for Applied Behavioral Science, Member
- Chair, Board of Directors, NTL Institute for Applied Behavioral Science, 2012-2014