



Richard Petrino, Ph.D.

Rich has been an organizational development consultant and executive coach for more than twenty five years, working with individuals, groups and teams in a wide range of industries including healthcare, pharmaceuticals, telecommunications, manufacturing, mining, transportation, and professional services. He has worked at all levels within organizations and in a variety of business environments: for-profit and not-for-profit; union and non-union; slow-and-steady environments and rapid-change environments.

Following his graduation from the United States Naval Academy in 1968, Rich studied nuclear engineering and served on a naval submarine before returning to graduate school, receiving a Ph.D. in 1977 from Bryn Mawr College. His graduate studies in human behavior, organizational behavior, and the practice of management have formed the foundation of his work in helping individuals and organizations change, grow, and achieve their goals.

For five years, Rich was the Vice President of Human Resources and Chief Learning Officer in a Fortune 100 company. In this capacity, Rich helped create rapid, large-scale organizational culture change in a highly competitive industry, where market factors changed constantly. His practical and results-oriented approach to leadership development and change management contributed to this company's remarkable success and industry leadership.

As an organizational development consultant, Rich is respected for his analytical and problem solving abilities in identifying key success factors and drivers as well as in identifying strategies and alternatives to overcoming barriers to success. As an executive coach, Rich is known for his straight-forward, results-oriented approach to helping executives achieve their personal development and business goals, using his understanding of how one's individual style, personal preferences, and motivational factors work together to achieve desired results.