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| Richard J. Petronio, Ph.D. |

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# Organizational Development & Effectiveness Executive/Consultant

Transformational, inspirational, enthusiastic, innovative, interdisciplanary and visionary leader with extensive experience overseeing development, change, and effectiveness of organizations throughout the world. Successful at building and leading multi-functional interdisciplanary teams to drive innovation and change. Able to define and align organizational strategies, cultures, missions, and talent to maximize performance in fast changing work environments of the 21st century. Effective at leveraging strategic relationships, creative solutions, and leadership methodologies to develop, engage and retain high performance teams and individuals. Expert diagnostic and needs assessment skills with track record managing complex global programs, multi-million dollar budgets, and organizational improvements to transform organizational cultures.

## Core Interdisciplanary Competencies

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| Complex Global Program / Project Management | Optimizing Global Organizational Effectiveness |
| Strategic Planning & Tactical Execution | Leadership Assessment & Development |
| Performance Improvement / Change Management | Building Strategic Partnerships / Negotiations |
| Team Development & Engagement | Multi-Functional Leadership & Collaboration |

Situation Analysis & Solutions Development/Transforming Organizational Cultures

## organizational research methodologies: quantitative (organizational surveys, program evaluations, etc.); qualitative (organizational ethnographies, interviews, etc).

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| Professional Experience |

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| **SURCON INTERNATIONAL, INC. – Seattle, WA** | **1987 – Present** |

*Private global firm offering interdisiplanry consulting services in organizational diagnosis, development, effectiveness, and culture change. The firm analyzes organizational issues by utilizing a multi-disciplanary approach using practical and theoretical knowledge of psychology, sociology, anthropology, communications, business, and economics.*

**Founder & President**

Founded and led strategic development and operations for a global consulting firm specializing in the development of high performance client organizations. Supervised 18 interdisciplanary consultants. Accountable for strategic direction & vision, marketing & sales efforts, funding requirements, technical / financial resources, product / service performance, client relationships, leadership assessment & coaching, talent selection, culture change / transformation, and P&L improvements. Prepared and managed all budgets supporting 300+ complex multi-national consulting engagement projects.

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| **US AIR FORCE RESEARCH LABORATORY– Wright Patterson AFB, OH** | **2009 – 2014** |

*$5.5 billion Air Force organization employing 12,000 Scientists and Engineers across 12 R&D directorates globally.*

**Chief, Organizational Effectiveness AF Consulting (2012 – 2014)**

Promoted to develop and oversee a program and team of professionals providing consultative services and capabilities supporting organizational effectiveness for 12 major AF commands. Consulted with and develop ongoing professional relationships with senior AF leadership across organizations. Tracked and managed program requirements including 7 consultants directly and 15 via matrix.

**Chief, Organizational Development (2009 – 2012)**

Managed development and implementation of all organizational corporate-wide culture change initiatives for AF Research Laboratory. Set up and led strategic direction for a corporate development office. Supervised 15-member team. Accountable for resource planning & execution, staff development, and product / service quality requirements for applied research and organizational development program. Consulted with senior management on organizational culture / change management programs, leadership improvements, and workforce development. Managed $3 million annual budget

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| **ORGANIZATIONAL DECISIONS, INC. – Chicago, IL** | **1986 – 1987** |

*Business development division of a $500M local accounting firm.*

**President**

Created an organizational assessment and development consulting company as part of a local accounting firm. Developed, marketed and executed all consulting services. Supervised five employees.

**THE HAY GROUP 1985 – 1987**

*Global consulting firm offering organizational change, leadership development and communication services*

**Research Director**

Managed organizational change diagnosis and change inititiaves for global client organizations

**INTERNATIONAL SURVEY RESEARCH, LLC (now part of Watson Wyatt) – Chicago, IL 1981-1985**

*Consulting firm offering solutions that include organizational effectiveness, human capital management, employee surveys, benchmarking, advanced analysis, and organizational ethics. The company serves national and multinational companies, not-for-profit organizations, and public-sector agencies. It has locations in North America, Latin America, Europe, Africa, the Asia-Pacific, and the Middle East.*

**Senior Project Director**

Managed organizational and leadership diagnostic teams for global clients. Served as a member of the firms leadership team

**UNIVERSITY OF MINNESOTA – Minneapolis, MN 1979-1981**

*Educational Institution*

**Assistant Professor to Chair**

Taught undergraduate and graduate coursework in interdsciplanary program in criminal justice combining the following programs: psychology, sociology, history, economics and law. Served as the Chair of the program, 1980-1981.

**SUFFOLK COUNTY PROBATION DEPARTMENT – Yaphank, NY 1970 -1974**

*Correctional arm of county criminal and family courts*

**Probation Officer**

Managed a caseload of boys adjudicated juvenile delinquents and placed on probation by a family court.

Provided rehabilative services. Talk more about working with troubled youth

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## teaching experience

**SUFFOLK COMMUNITY COLLEGE; Adjunct Lecturer 1972-1973**

Undergraduate Courses Instructed: General Psychology, Social Psychology**,** Personality

**EASTERN MICHIGAN UNIVERSITY; Adjunct Lecturer 1974-1979**

Undergraduate Courses Instructed: General Psychology, Social Psychology, Psychology of

Race Relations, Organizational Psychology, Social Research Methods

**UNIVERSITY OF MICHIGAN, INSTITUTE FOR SOCIAL RESEARCH; Graduate Assistant 1978-1979**

Undergraduate Courses Instructed: Survey Research Methods

**THE UNIVERSITY OF MINNESOTA; Assistant Professor 1979-1981**

Undergraduate & Graduate Courses Instructed: Juvenile Deliquency, Psychology of Deviancy,

Research Methods

**BAKER COLLEGE; Adjunct Professor 2014-2016**

Undergraduate Courses Instructed: Organizational Behavior, Organizational Psychology

**NORTHEASTERN UNIVERSTY; Adjunct Professor 2013-Present**

Graduate Courses Instructed: Organizational Culture, Climate & Communicaion, Leadership

Development

**SWINBURNE UNIVERSITY, MELBOURNE, AUSTRALIA; Visiting Professor 2015**

Graduate Courses Instructed: Leadership Development in the 21st Century; Part of the

Interdisciplanary Global Leadership Program

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| Education /Certifications / Affiliations/Awards |

UNIVERSITY OF MICHIGAN – Ann Arbor, MI

**Interdisciplanary Ph.D. in Psychology & Communications; empahsis on Organizational Psychology and Organizational/Interpersonal Communications; graduated with honors, 1979**

Dissertation:Socialization into work-roles: On becoming a Juvenile Court Probation Officer

**THE NEW SCHOOL FOR SOCIAL RESEARCH– New York, NY**

**M.A. in Psychology; emphasis on Social Psychology, 1973**

Thesis: The Moral Maturity of Repeater Delinquents

**AMERICAN UNIVERSITY – Washington, DC**

**B.A. in American History, 1969**

**Certifications: Leadership & Vocational Assessment, Institute for Personality and Assessment Testing IPAT, 1990**

**Professional Affiliations: American Psychological Association; Society for Industrial & Organizational Psychologists; Society for the Psychological Study of Social Issues; Consulting Psychology, 1974-Present**

**Awards**

**Excellence in Organizational Development – US Air Force, 2010**

**Directors Award for Excellence in Consulting – US Air Force, 2014**

**Excellence In Teaching Award – Swinburne Unversity, Melbourne, Australia & Northeastern University – Interdisciplanary Program in Global Leadership, 2015**

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**Selected Conference Papers, White Papers, Invited Presentations & Published Research**

Eschleman, K.J., Petronio, R., Salyers, J. & Swindler. S (2011) **“The moderating effects of accountability on the psychological well-being-safety relationship”**. Poster session at the 9th Work Stress & Health Conference, Orlando, FL, 2011.

Petronio, R. (2011) **“Conducting Applied Survey Research in Organizations”.** Human Resource Association of Southern Ohio Annual Conference, Dayton, OH

Petronio, R.(2009) **“Understanding the Leadership of High Performance Teams".** Webinar, Lightspeed Research, Chicago, IL

Petronio, R. (2009) **“High Performance Cultural Attributes and Their Relationship to Outcomes”,** Webinar, Lightspeed Research, Chicago, IL

Petronio, R. (2000) **“Assessing Employee Engagement; Ten Year Trends at Nissan R&D”**, Nissan Technology Center, Detroit, MI

Petronio, R. (2000) **“It takes more than cash to light a fire under senior managers**”, The Surcon Report, August, Chicago, IL.

Petronio, R.(1995) “**The Technological Advances In Survey Methodology”,** Executive Conference, Marconi Data Systems, Chicago, IL

Petronio, R. (1996) **“Why efforts to improve morale often miss the mark**”, The Surcon Report, July, Chicago, IL.

Petronio, R. (1996) **“Why efforts to improve morale often miss the mark**”, The Surcon Report, July, Chicago, IL.

Petronio, R. (1997) **“Making the most of employee meetings”**, The Surcon Report, September, Chicago, IL.

Petronio, R. (1996) **“Why mergers fail? The clash of cultures”**, The Surcon Report, December, Chicago, IL

Petronio, R. (1997) **“Making the most of employee meetings”**, The Surcon Report, September, Chicago, IL.

Petronio, R. (1996) **“Why mergers fail? The clash of cultures”**, The Surcon Report, December, Chicago, IL.

Petronio, R. (1995) “**Employee Attitudes Across Cultures”**. International Executive Conference, Budget Car Rental, London, England.

Petronio, R. (1995) **“Talking down is not enough”**, The Surcon Report, April, Chicago, IL.

Petronio, R. (1990) “**What makes a successful company different? What is the correct equation?**”, The Surcon Report, July, Chicago, IL.

Petronio, R. (1990) **“How to tap the most overlooked source of information to improve management.”**The Surcon Report, November, Chicago, IL.

Petronio, R. (1989) **“Making the most of times that you meet with your employees”**, The Surcon Report, July, Chicago, IL.

Petronio, R. (1986) **“Worker Opinions in the Service Industry”,** Hyatt International Conference, San Francisco, CA

Petronio, R.(1982) “**Role Socialization of Juvenile Court Prbation Officers**” *Criminal Justice Behavior Journal*, Volume 9, Number 2.

Gold, M & Petronio, R. (1980) “**Delinquent Behavior in Adoloscence**” *Handbook of Adoloscent Psychology,* J.Adelson, Editor, John Wiley & Sons, NY, NY

Petronio, R. (1980) “**The Moral Maturity of Repeater Delinquents**”. *Youth & Society Journal*, Volume 12, Number 1.

Petronio, R. (1980) “**Roles, Relationships & Recidivism: Probation Supervision of Juvenile Offenders**”. American Socienty of Criminology, San Francisco, CA.