



Dick Richardson

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Dick Richardson is a leadership development and organizational effectiveness expert. Most recently he was the Director of Leadership Development for ITT, where he was responsible for all leadership development, including needs analysis, strategy, curriculum development and delivery of all leadership offerings to support 4,000 global managers and executives. Prior to ITT, Dick held a variety of leadership positions in learning at IBM. His last position was IBM Program Director; Management Development for High-Growth Markets, where he was responsible for development of leaders in emerging and high growth markets. He was the founding Director of the IBM Center for Advanced Learning (CAL). CAL's focus was innovation in learning, and the organization achieved numerous industry awards in this area. Dick's international experience includes being the Manager of Management Development for IBM Asia and Pacific Region based in Hong Kong, and numerous other short-term overseas assignments. He has been recognized with numerous industry awards in leadership development and learning including two US Patents for co-creating a Personalized e-Learning Method and System and the On-Demand Learning model. The Personalized e-Learning system is not only being used for leadership development, but is now being applied in the medical field to identify personalized medical therapies. Dick holds an MBA from Syracuse University and has additional studies in organizational development at Christ Church College, UK.