

Richard D. Fincher

Executive Performance Services

Richard D. Fincher is an executive coach and organizational consultant. With twenty five years of corporate experience, his practice links executive effectiveness to organizational performance. Dick is the Managing Partner of Workplace Resolutions LLC, a national consulting firm in organizational strategy.

Executive Coaching

Dick provides personal coaching services to senior executives, including:

- Coaching high-potential executives
- Coaching executives for job performance
- Assimilation/on-boarding coaching for executives new to their roles
- Coaching in organizational change, including mergers and cultural change

Executive Teambuilding

Dick serves clients with advanced teambuilding interventions, including:

- Assessment of team acceptability and readiness
- Use of executive surveys of team effectiveness
- Compilation and analysis of team member data
- Facilitation of teambuilding events and follow-up and assessment of outcomes

Executive Mediation

Dick serves executives who are in conflicted business relationships through the demonstrated process of interpersonal mediation. His skill has been recognized as an Advanced Practitioner in employment mediation by a national accrediting firm.

Prior to launching Workplace Resolutions LLC, Dick was Executive Vice President, Human Resources for MicroAge Corporation, a computer integration company with \$6 billion sales and 5500 employees. Previously, he served as Vice President of Human Resources for Honeywell Aerospace and Baxter Healthcare Corporation. His career has extensive focus on executive development, organizational learning, and cultural transformation. At Baxter Healthcare, Dick directed global leadership planning and succession planning.

Dick holds a BS degree from Cornell University and a Juris Doctor degree from the DePaul University College of Law. He is adjunct faculty in human resource strategy at the Carey College of Business at Arizona State University, and has studied with the Center for Creative Leadership.

Linking Executive Effectiveness to Organizational Performance

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