

Richard C. Harris has more than 25 years experience in the fields of organizational change and leadership development. After leaving Cornell University with a Ph.D. in Organizational Behavior in the mid-'70's, he worked for two start-up consulting firms in the Boston area. In 1980 he began a 20-year association with The Forum Corporation, a work-place learning company headquartered in Boston. During his time with The Forum Corporation he rose to positions of leadership within the firm, including Managing Director for the UK and Global Head of Research. He also served as a member of Forum's Board of Directors.

In addition to his executive responsibilities with Forum, Dr. Harris kept a full schedule of client engagements. He had significant responsibility for such clients as American Express, BP, Glaxo, Goldman Sachs and KPMG. His client work was concentrated in two areas: leadership development and learning strategy. In the area of leadership development, for example, he led a multi-year project that provided executive coaches to more than 1500 senior managers in a major FTSE 100 company. As a consultant in learning strategy he helped a Fortune 500 company refocus its entire learning and development offering so that learning and company strategy were aligned. The projects that he worked on with clients were large complex efforts designed to bring people and their organizations together to achieve a common purpose.

In 2000 Dr. Harris started his own business concentrating on executive coaching and facilitating leadership development programs. More than 50 intensive 1:1 coaching engagements have been conducted for United Technologies, The New York Times Company, and the TD Bank Financial Group. Results have ranged from business rejuvenation to executive retention. In addition, hundreds of senior leaders around the globe have participated in his leadership development programs, particularly executives and managers within the Royal Dutch Shell group.

Dr. Harris and his wife, Susan, live in Newbury, Massachusetts, a seacoast town north of Boston. His interests include gardening, antique furniture, and keeping up with their three adult children.