

Richard M. Lent, Ph. D.
Principal



Rick partners with his clients to help them work, learn and change together to achieve the results they want. His approach supports organizations in making better use of the capabilities of their leaders and employees across all levels as they work to implement new strategies.

He has led successful initiatives to improve performance in retail, manufacturing, research and development, and professional service organizations of all sizes. Some of his work has focused on individual teams or departments. Other efforts have involved hundreds of people across multiple functions, locations, and countries. Among his clients are Archstone-Smith, Cabot Corporation, GlaxoSmithKline (UK/US), Halifax/Bank of Scotland (UK), HP Hood, Johnson and Johnson, WK Kellogg Foundation, National Starch, PriceWaterhouseCoopers, Ropes & Gray. His work in organizational change for the Halifax, plc won international recognition as the recipient of the Learning Organization Award from UNISYS and *Management Today*.

For ten years, Rick has focused his research and learning efforts on improving the conduct of meetings to engage participants more effectively as they discuss difficult issues. He has facilitated sessions to bring people together around project challenges, organizational restructuring, and community issues. Among the organizations in which he has led significant meetings are: Johnson & Johnson (post merger integration), McDonald's (strategic planning), UNICEF (country-wide health crisis), Ashland (highway design-build contracting), ArchstoneSmith (organizational change), WK Kellogg Foundation (strategic vision) and various community groups.

Rick continues to work on developing techniques for engaging organizations and communities in achieving better results. With co-authors Jim Van Patten and Tom Phair, he recently described a dramatic turn-around using Future Search and other approaches in "Creating a World Class Manufacturer in Record Time" (B. Bunker and B. Alban, *The Handbook of Large Group Methods*, Jossey Bass, 2006, pp 112-124). His article "Combining Future Search and Open Space to Address Special Situations" appeared in the March 2005 issue of the *Journal of Applied Behavioral Science*.

Prior to co-founding Brownfield & Lent, Rick led international consulting and training organizations for Omega Performance Corporation, Digital Equipment Corporation and the University of Maryland. He received his Ph.D. from Syracuse University in Instructional Design, Development and Evaluation and continued his studies at the National Training Lab in organizational development.