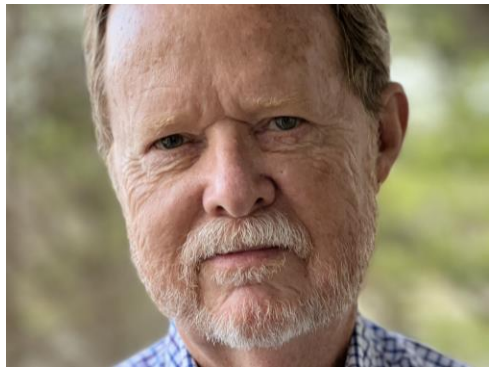

Rick Swegan

Profil M Project Partner

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Languages

English

www.profil-m.de

PROFIL M

Trusted Advisor

Whether advising companies on **hiring decisions** or providing **developmental feedback** to executives, leaders, team members, or candidates, I deliver valid, objective, **actionable feedback** that takes into account the best interests of both the company and the individual.

I bring a **wealth of experience** to clients by leveraging my three decades of experience as **both a practitioner and a consultant**. I partner with leadership teams to deploy their visions through development of their culture, systems, processes, and leadership skills. My clients appreciate my **insightful approach to devising actionable strategies** for achieving the desired future state.

My clients benefit from my **broad background and expertise**, including experience in academia, consulting, national sales, and assessment services. I am diligent in **understanding client needs**, reflecting and transforming needs to **targeted solutions**, and delivering programs and services that best support the interests of those I serve.

My expertise for you

- Design and delivery of selection and succession systems
- Facilitation of workshops and large groups
- Individual and team feedback for development
- Strategic advice on executive selection
- Founder & principal of ARCH Performance, a staffing resource for delivery of assessment and development centers (archperformance.com)

Special skills

- Education: B.A. Sociology, M.Ed. in Counseling
- Certified trainer in various leadership development training programs
- Certified Hogan Assessments, Birkman Method, and various sales training programs
- Certified job analyst
- Certified coach
- Skilled facilitator

Selected customers

- Bayer USA
- Eppendorf
- DTE Fermi
- Masco
- MTU
- Lanxess
- Thyssenkrupp
- General Motors
- Alcoa
- Dow Chemical

Selected publications

- DotCalm: The Search for Sanity in a Wired World (with Debra A. Dinnocenzo, Berrett-Koehler Publishers, 2001)
- The Memories of Thomas M'Clntock: A Quiet Warrior for Women's Rights and the Abolition of Slavery. (Mill City Press, 2010)