**KEVIN C. O’GORMAN**

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**Summary**

* Organizational Development
* Culture Transformation
* Leadership Strategy/Design
* Talent/Workforce Development
* Executive Team Performance
* Globalization/Explosive Growth
* M&A Integration
* Director 3x; P & L Responsibility
* Sales, Marketing, HR

**Professional Work Experience**

 **06.2020- Neuragility: Consulting, Training, Coaching, Speaking** [*www.neuragility.com*](http://www.neuragility.com)

**Founder/Managing Director providing consulting services from Perspective to Performance**

**08.2010-06.2020 Center for Creative Leadership (CCL), San Diego Office** [*www.ccl.org*](http://www.ccl.org)

**Learning Solutions Partner | Strategic Projects** 08.16-06.20

* Team Lead: *Leading through Crisis* virtual courses; leading strategically into the next ‘normal’
* Partnered with client CXOs and HR to provide leadership, culture, talent, EDI, and organizational development to advance business strategy during change, growth, and M & A integration
* Developed CCL’s global culture change and leadership IP and engagement approach
* Led high-change, high-growth, culture development and integration for global companies
* Coached/mentored new facilitators, salespeople, consultants, and high-potential executives

**Portfolio & Practice Manager | Senior Faculty, Organizational Leadership (OL)** 01.13-08.16

* Engagement Manager/team lead for large-scale, integrated change and leadership development solutions for M & As, transformation, leadership strategy, talent, leadership architecture.
* Portfolio & Talent development: Worked with senior management to guide the thinking and development of CCL’s engagement approach, service sets, frameworks, tools and IP.

**Senior Faculty | Team Leader** 08.2010-01.2013

* Led consulting/training discovery, design, and delivery teams of 6-20; Sold, developed, and managed/CRM for multi-year projects totaling $18M.
* Services focused on explosive growth, acquisition/divestiture, leadership strategy, globalization, transformational change and new market expansion, rapid professionalization of all leaders.

**Key CCL Accounts:**

* **Aviation/Space: *Aerospace Corporation, Textron***
* **Bio-Tech/Pharma: *Amilyn****,* ***Greenwich Bio, Immunomedics, Nevro, ProQR,******Verenium, Zogenix***
* **Construction: *Teichert Construction***
* **Energy: *Cenovus Energy, Exxon-Mobil, Nalco-Champion, Nexen, Southern California Edison***
* **Financial Services: *Coast Capital, PayPal, PIMCO, Western Asset Management***
* **Health Services: *Kaiser-Permanente, DJO***
* **High Tech/Telecom: *A123 Systems****,* ***Cisco, Microsoft, Nokia, TDK (Headway)***
* **Not-for-profit: *American Association of Critical Care Nurses, California State University***

**09.1989-08.2010 Managing Director, Ideation, San Francisco, CA**

Started, built and led a global, boutique firm offering OD consulting, training design and delivery, executive coaching, and public speaking on leadership, culture, global growth and transformational change with a remote team of consultants in Paris, Singapore, Moscow, Virginia and San Francisco.

**Key Accounts:**

* **Automotive: *Ford Motor Company***: Leadership Communication; Car Design and Product Segmentation for Luxury Vehicle Group: $4B strategic investment
* **Financial Services: *Citibank***: Retraining grants: sales & grant administration
* **High Tech/Telecom: *Alcatel/Lucent Technologies***: Global teams development; executive coaching*;* ***Freescale***: CXO Coaching, senior team development; ***Hewlett-Packard Company***: Global OD & post-M&A consulting; Designed and delivered M &A integration and transformational change process: 1,000 leaders across four continents. Mitigated $100M non-performance risk.
* **Retail: *Nordstrom***: OD, Executive Coaching, Training, Government Grant Sales/Negotiation

* *Acting Director, Human Resources/Executive Coach*, Software Firm, Berkeley, CA 02.*2001-03.2002*
* Oversaw all aspects of HR including onboarding, reviews, EAP; retained at-risk sales team members representing 60% of company revenue; took company through unexpected death of team member; stopped competitor’s corporate spying. CEO/CTO coach
* *Global Training, Consulting, Coaching, Sales* *1989-2001*
* Training and CRM for three global training firms; doubled annual training sales in leadership and persuasion in Asia and Europe to $2M; opened up Australia and Malaysia training business.
* Taught managers how to lead, motivate reports and build high-performance teams.
* Taught engineers and finance people how to present, persuade, and communicate.
* Taught sales managers and salespeople how to sell, present, and speak in public.
* Coached executives on cross-cultural diversity and global team leadership
* As consultant to dotcom CEO, took executive team through strategy and team performance processes to redefine, refocus and reorganize the business during explosive growth.

**Key Contract Clients:** Global Management and Persuasion Seminars

* **High Tech/Telecom: *Global One***, ***Hewlett-Packard Company, Intel, Oracle, Texas Instruments***
	+ - 1. **Director, Marketing & Sales, PTC (Consulting), Palo Alto, CA**
* Sold, negotiated, and serviced $13M in CA state training grants to corporations
* Created marketing plans to increase growth

**Previous roles in retail and corporate sales (#1 of 40), market research, and psychological services**

**Education**

* ABD (M. Lit/PhD), Business (Transformational Leadership & Change) Trinity College, Dublin, Ireland
* M.A. Counseling Psychology and Organizational Development, Antioch University, New England
* B.S. Education, Psychology Concentration, University of Vermont

**Certifications: Assessments, Coaching, Training**

* MBTI, FIRO-B, WPB5, Lencioni Team Assessment, Change and Influence Style Indicators, Strengths Finder, etc. Polarity Management, Aperian Global’s cross-cultural assessments.
* CCL’s coaching and 360s, plus assessments for Leadership Strategy and Culture,
* CPP’s style/preference assessments; organizational culture/change assessments
* 4MAT training design and delivery, Leadership Development Program, Leading Organizational Impact, various custom courses, online Leading Through Crisis (Team Lead)

**Publications**

* *Developing High-Potential Leaders*, in CCL’s Handbook of Coaching in Organizations, 2015, Jossey-Bass. <http://onlinelibrary.wiley.com/doi/10.1002/9781119207535.ch7/summary>

**Performance and Presentation**

* Acting: Jean Shelton and American Conservatory Theater, San Francisco, CA
* Improvisation: ad hoc sessions, San Francisco; Stand-up comedy: open mics and opening acts
* Speeches and presentations: Global audiences -- leadership and change; keynotes
* Taught presentation, sales, and public speaking skills globally for a decade in corporate settings
* Sales presentations, globally, in retail and corporate settings