

Richard J. Chagnon, M.A.

Senior Consultant

314.209.9495, ext. 724 – rchagnon@easiconsult.com

EDUCATION

- M.A.** University of Ottawa
- S.T.L** University of Ottawa
- B.A.** University of Ottawa
- B.Ph.** University of Ottawa
(Postgraduate work includes the course work toward a Ph.D. in Human and Organizational Systems through the Fielding Institute in Santa Barbara, CA.)

BACKGROUND

Mr. Chagnon specializes in the areas of leadership development and talent management. He is an experienced coach, guiding leaders and their teams to a clearer understanding of their strengths, while addressing their critical developmental challenges in the process. In his role as coach to senior leadership, Mr. Chagnon has accelerated the integration process of new executives, helped valuable leaders address the problems and challenges that would have otherwise derailed their careers, and guided them to seek out assignments that accelerated their personal and professional growth. As a consultant to senior leadership teams, Mr. Chagnon has facilitated engagements from full-scale strategic planning to focused development events, always with a sharp eye to the exigencies of the business involved. As a talent management consultant, Mr. Chagnon has guided his clients in the design and implementation of career development, performance management and retention programs. Fluent in French, Mr. Chagnon has authored several articles and a book, *Essential Facts: Termination of Employment*, published by Warren, Gorham and Lamont.

PROFESSIONAL EXPERIENCE

EASI•CONSULT, LLC., St. Louis, MO (2008 – Present)

BAY LIFE CONSULTING GROUP, Chincoteague, VA (2007 – Present)

- Focused on working with individual and organization clients in managing change.

RIGHT MANAGEMENT, INC., Philadelphia, PA (1981 – 2007)

Senior Vice President, Organizational Consulting, (2000 – Present)

- Delivered programs across the entire Human Capital Life Cycle.

Senior Vice President, Corporate Position – Career Transition Consulting (1999)

- Directed the roll-out of Workforce 2000, a pre-cursor to today's Career 2020.
- Reprised global quality officer role.

Managing Vice President – Mid-Atlantic Career Management and Organizational Consulting (1996 – 1998)

- Launched organizational consulting practice in the Mid-Atlantic States.
- Took line responsibility for Change Management Consulting and Organizational Consulting offerings in the Mid-Atlantic Region, with 27 career and organizational consultants as direct reports.

Senior Vice President, Corporate Position – Professional Services (1984 – 1995)

- Designed, developed and launched new product offerings.
- Delivered and directed the training of new consultants, both sales and delivery.
- Worked with Wolf, Block and Solis-Cohen in developing Right's confidentiality policy.
- Directed Right's quality management efforts from 1985 to 1995 as Chief Quality Officer.
- Visited every Right office globally once a year to ensure compliance with Right's Quality Standards and Guidelines.
- Integrated major acquisitions by Right, including Jannotta-Bray in Chicago, and LM&P and Transition in Paris.
- Supported Right's programs in organizational consulting, starting in 1984.

Lead Career Management Consultant, Philadelphia Office (1981 – 1985)

CHAGNON ASSOCIATES – EXECUTIVE CAREER CONSULTANTS, Collingswood, NJ (1978 – 1981)

- Facilitated programs in career management, small business consulting and retirement planning.
- Developed a very active client base solely through referrals.

CERTIFICATIONS

Includes a wide variety of assessment instruments and 360° processes, such as:

- Birkman
- CCL Benchmarks 360
- FIRO-B, MBTI (All levels)
- Hogan Assessments
- Human Synergistics OCI
- IPAT's 16PF
- Lominger Voices 360
- LSI 1 & 2
- MRG LEA 360
- PDI Profilor 360
- Right Compass 360
- Right Matrix 360
- S&H OPQ32ei
- Stress Processing Report