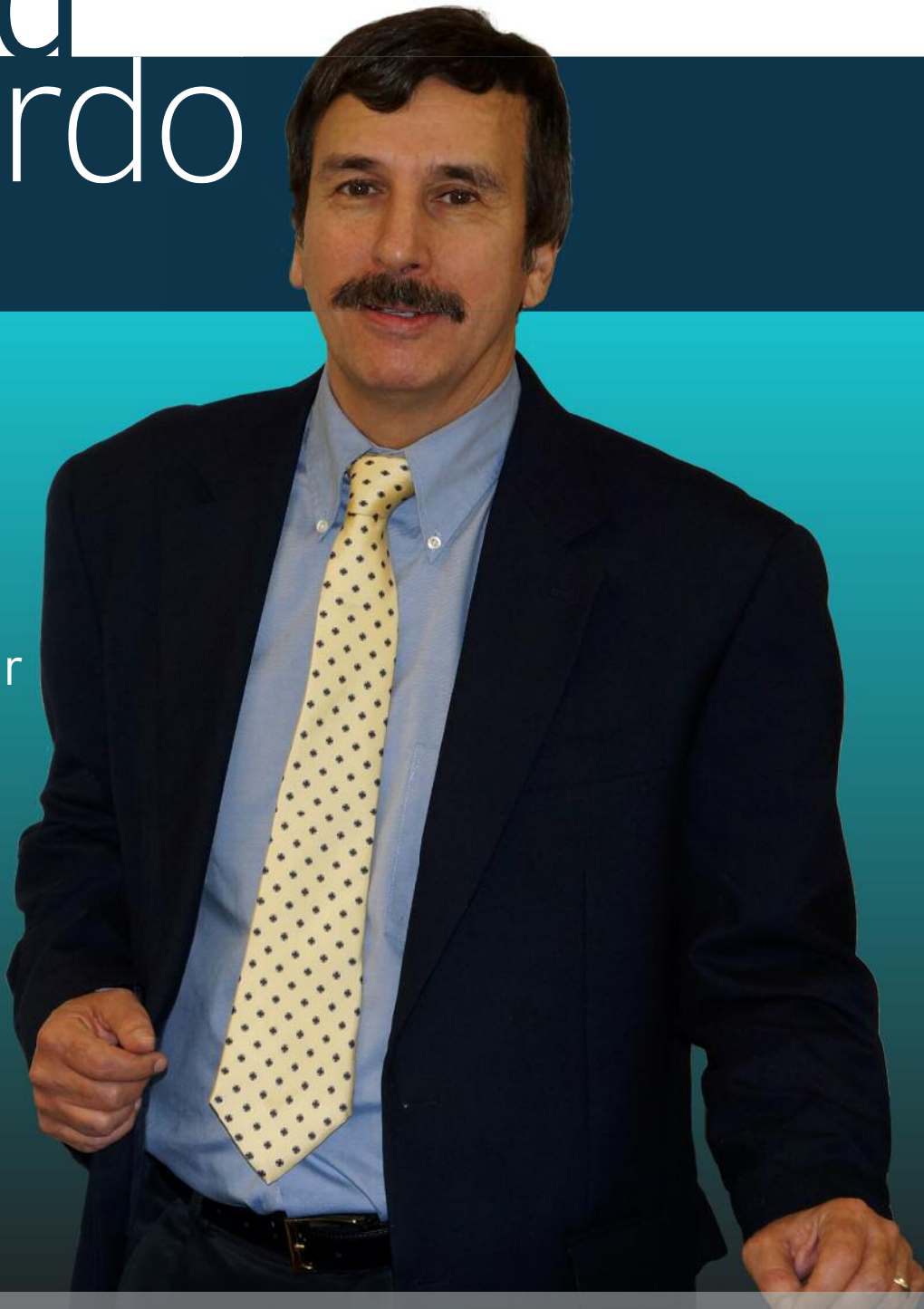


# Ronald Recardo



Author



Entrepreneur



Executive

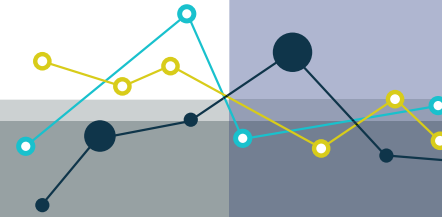


Consultant

From public speaking to consulting to workshops, Ronald Recardo's presentations are insightful, pragmatic, and thought provoking. His discussions incorporate many "war stories" from the more than 130 different companies he has completed consulting projects for in the Life Sciences, financial services, utilities, manufacturing, and services industries.

Ronald has the unique ability to draw from the research he has completed over 30 years to facilitate discussions that incorporate "thought leadership", "high energy", "passion", and "engagement". His innovative solutions provide you with actionable tools and techniques for addressing the business challenges facing most leaders today.

# Overview



## General Topic Areas

- Leadership
- Change management
- Business planning
- Human resources
- Growth
- Mergers & acquisitions
- Performance improvement
- Teams

## Work History

- Managing Partner, The Catalyst Consulting Group, LLC
- Vice President, Fidelity Investments
- Director, Johnson & Johnson
- Various roles, Arthur Anderson & Co.

## Key Accomplishments

- Author of 8 books and over 60 articles
- Completed consulting projects for over 130 different clients
- Member of Mensa

## Education

- Managing Human Capital, Harvard University Executive Education
- Organization Design, Executive Education Program, University of Southern California
- M.S., Organization Behavior; University of Hartford
- M.B.A., University of Maine
- B.S., Biology/Chemistry; Southern Connecticut State University

## Sample Speaking Clients

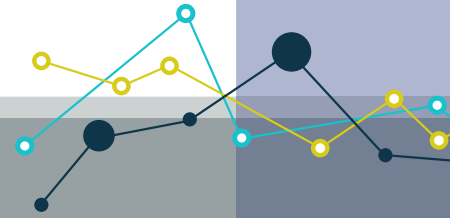
- American Management Association
- American Production and Inventory Control Society
- Association for Manufacturing Excellence
- Association of Textile Industrial Engineers
- Association for Quality and Participation
- Inc. Magazine
- OD Network
- Pritchett
- The Conference Board

## Testimonials

- "Ronald Recardo's style is energizing and engaging. He speaks from real world experience and really clicks with his audiences. He has the rare ability to take complex, nuanced material and communicate it in a concise way that makes it easy for people to understand"  
Joe Aberger  
President, Prichett
- "I have had the privilege of asking Ronald to be the featured speaker at several events over the last 25 years. I have always found him to be informative, energetic, entertaining, engaging, articulate, and instructive, even when discussing complex and controversial topics."  
Charles Mention  
Past Chapter President. IIE



# Bio



## Ronald J. Recardo, CMC

Ronald Recardo is the founder and Managing Partner of The Catalyst Consulting Group, LLC a Connecticut based professional advisory services firm that helps companies grow, improve their performance, and address their HR issues. He has over thirty years of experience as both a corporate executive, speaker, entrepreneur, and management consultant.

Ronald helps clients:

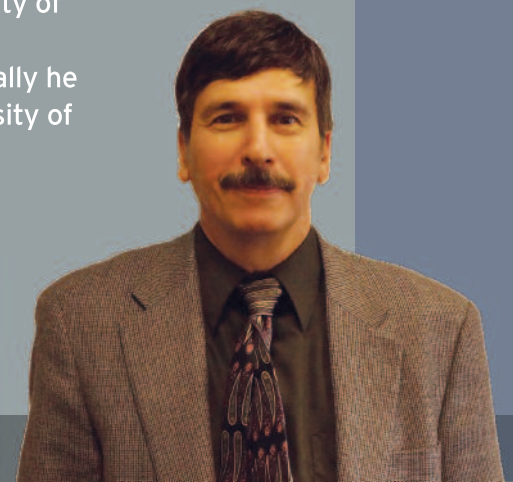
- \* Grow their business via strategic planning, strategy execution, & M&A consulting assistance
- \* Transform their business through change management and business transformation consulting assistance
- \* Improve their performance through restructuring, Human Resources, and operational improvement consulting assistance

Earlier in his career Mr. Recardo held executive positions at Fidelity Investments and Johnson & Johnson, and worked for Arthur Anderson & Company leading Strategy and Change Management projects.

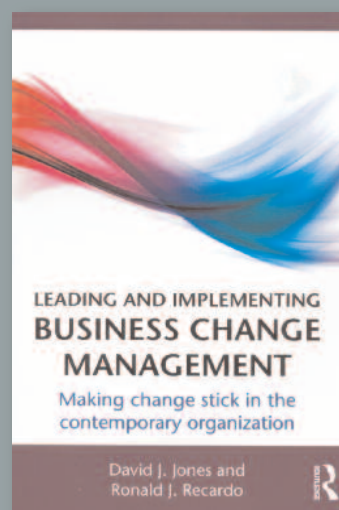
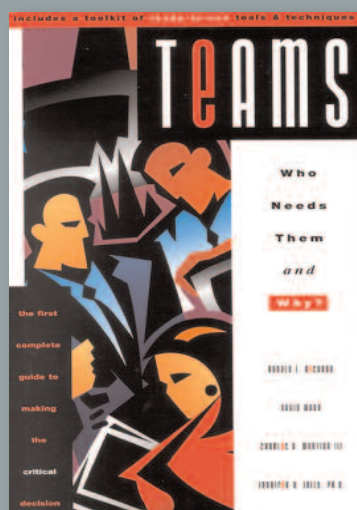
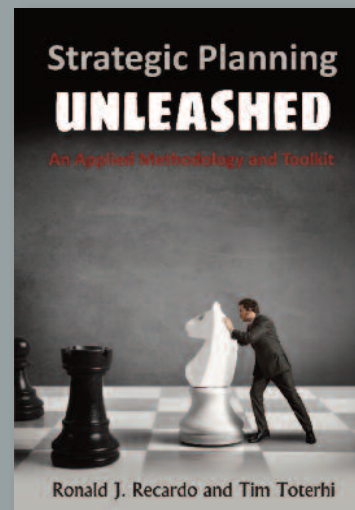
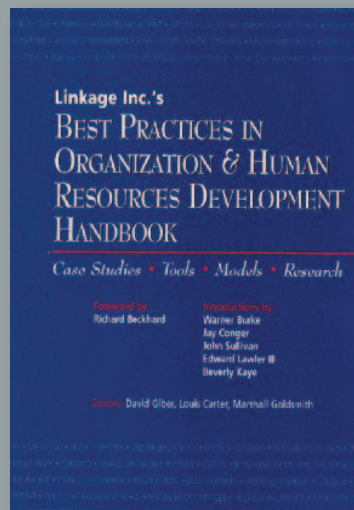
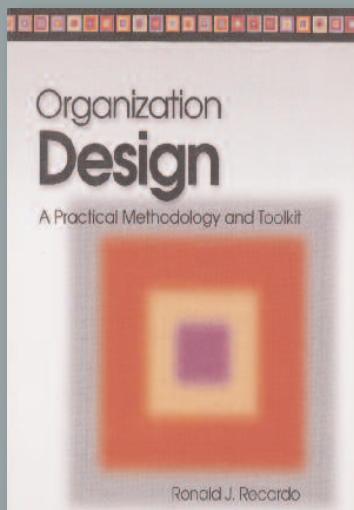
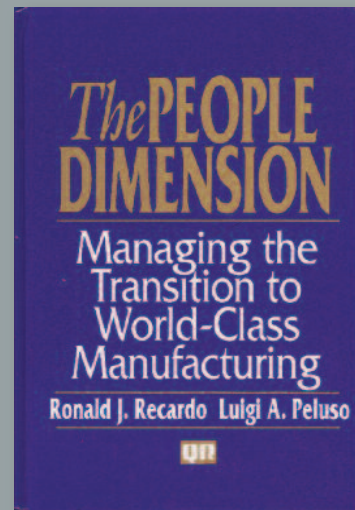
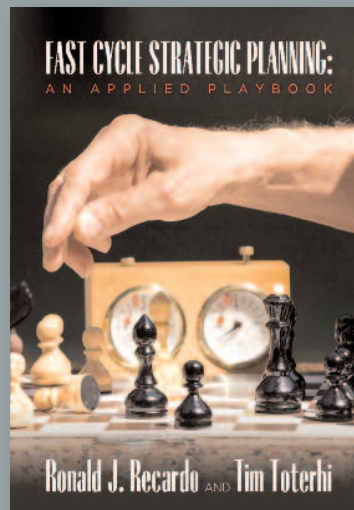
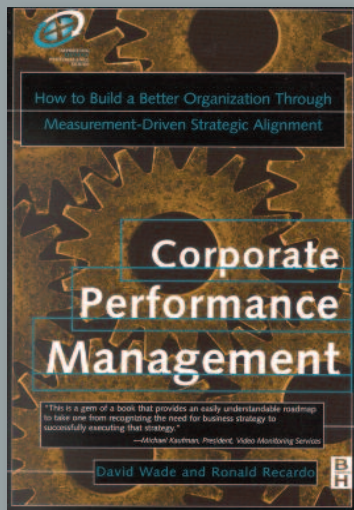
Ronald is also active in his community giving back. He is a current member of the Board of Directors for Easter Seals and a past Board Member at Cystic Fibrosis. He and his wife are active in several charities including the American Cancer Society, American Heart Association, and Disabled American Veterans.

Ronald is also an Adjunct Professor at Sacred Heart University and the University of Hartford where he teaches MBA courses in strategic planning, change management, and organization behavior. He is a member of American Mensa Ltd., and is one of only 3,000 certified management consultants (CMC) in the world which is the highest accreditation awarded in the management consulting profession.

A native of Connecticut, Mr. Recardo received his formal education at Southern Connecticut State University where he earned a B.S. degree, the University of Maine where he earned an MBA degree, and at the University of Hartford where he earned an M.S. degree in Organization Development. Additionally he completed Harvard University's Managing Human Capital and the University of Southern California's Organization Design Executive Programs.

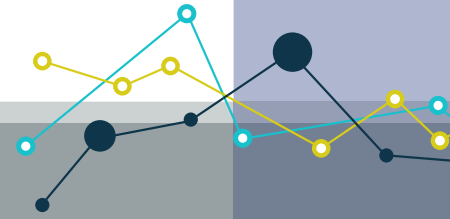


# Book Publications



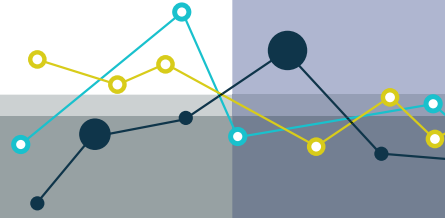


# Examples of 60+ Article Publications



- "Best Practices in Organizations Experiencing Extensive and Rapid Change"  
National Productivity Review
- "Conducting a Team Readiness Assessment"  
National Productivity Review
- "Do You Have the Guts to Grow"  
Global Business and Organizational Excellence
- "Don't Let Your Strategic Plan Become a Dust Collector"  
The Human Capital Exchange - The Conference Board
- "How The Learning Organization Manages Change"  
National Productivity Review
- "How to Stop Saving Yourself to Prosperity and Grow your Business"  
ASTD
- "Let There Be Light!, A Case Study on Building Strategic Planning Capability"  
Global Business and Organizational Excellence
- "Managing Change: Nine Common Blunders - And How to Avoid Them"  
Global Business and Organizational Excellence
- "Restructuring Leads to Renewed Competitive Advantage in Global Financial Services"  
Global Business and Organizational Excellence
- "Strategic Integration: How to Realize the Value of an Acquisition"  
Global Business and Organizational Excellence
- "Strategic Planning 101"  
The Human Capital Exchange - The Conference Board
- "The First 100 Days, The Deal is Closed... So Now What?"  
Association For Corporate Growth Journal
- "The What, The Why, and How of Change Management"  
Manufacturing Systems
- "The Secrets of Operational and Organizational Due Diligence"  
Global Business and Organizational Excellence
- "The Talent Funnel: How to Surface Key Human Resources"  
Global Business and Organizational Excellence
- "Taking a Fast Cycle Approach to Align Organizational Culture with Business Plans"  
Global Business and Organizational Excellence
- "Your Strategic Planning Go To Guide"  
The Human Capital Exchange - The Conference Board

# Examples of Past Presentations & Workshops



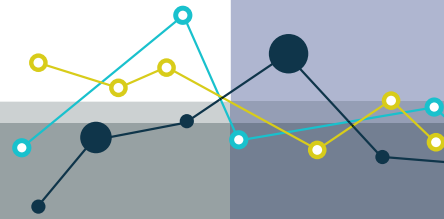
- American Production and Inventory Control Society  
(several different conferences)
- Association of Textile Industrial Engineers
- American Society for Quality Control
- Business Month (several different conferences)
- ICM Conference
- Institute of industrial Engineers (IIE)
- Organization Development Network
- Pritchett & Associates
- Society of Manufacturing Excellence
- Society for Human Resource Management
- Inc. Magazine
- institute for International Research  
(several different conferences)
- Institute of Management Studies
- The Conference Board
- The Manufacturing Institute
- University of Hartford
- Post University



# Sample Client List



# Sample Speaking Topics



## Areas of expertise:

- Business planning
- Business transformation (i.e. organization restructuring, HR transformation)
- Change management
- Growth
- Human Resources
- Mergers & Acquisitions
- Teamwork

## M&A: How to Unleash the Genie in the Bottle!

The jury is in, most mergers fail to achieve their desired outcomes. This highly interactive presentation is based on acquisition integration playbooks that Ronald has developed for General Electric, Johnson & Johnson, and Quintiles. During this presentation Ronald will share M&A best practices, a framework for M&A integration, and flash a number of tools and common M&A project deliverables so that attendees can fully understand how to apply the concepts to their own organizations.

## How to Make Change Stick!

Restructuring, IT systems integration, lean manufacturing – the list of initiatives organization are implementing are endless and so are the “crash and burns”. This presentation draws from Mr. Recardo’s experience as both a corporate executive and management consultant in leading a over 50 change initiatives and draws heavily from his book entitled “Leading and Implementing Business Change Management”.

## Strategy Smatigy:

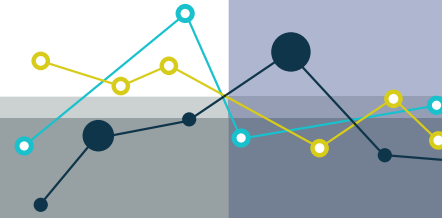
### The Secrets to World Class Strategy Development & Execution

Most organizations view strategic planning as a once a year event with the end product being a multi-paged strategic plan that sits on each manager’s credenza until the next planning cycle. This presentation is based on Ronald’s latest book entitled “Fast Cycle Strategic Planning: An Applied Playbook”. He presents a flexible and easy to understand approach for analyzing markets, competitors, and customers, understanding your core capabilities and source(s) of competitive advantage, identifying alternative strategies, and successfully executing your business plan.

continued



# Speaking Topics continued



## Teams: Who Needs Them and Why

High performance, self directed, task forces, and cross functional teams are but a few of the types of teams currently being utilized by organizations today. This presentation draws heavily from Ronald's experience in studying, designing, and successfully implementing teams for many different organizations. It is based on his book entitled "Teams: Who Needs Them and Why".

## You Can't Save Yourself to Prosperity: How to Grow Your Business

Too many executives today have gotten to the "corner office" because of their ability to put out fires as opposed to their strategic thinking capabilities. Anyone with a rudimentary education can improve the bottom line by cutting headcount, freezing variable expenditures such as T&E, or doing across the board budget cuts. During this presentation Ronald will share a process for growing your business even during periods of considerable economic instability.

## Transforming The Human Resources Functions

Based on recently completed research on HR trends and best practices this presentation will discuss an approach to transform the Human Resource function from an administrative and tactical focus to a "strategic partner" role.

## Organization Restructuring: It Doesn't Have to Hurt!

Rightsizing, organization restructuring, organization redesign – almost everyone has either experienced this first hand or had a friend or loved one who has. This presentation will be based on Ronald's book entitled "Organization Design: A Practical Methodology and Toolkit." He will discuss when restructuring is appropriate and a fast cycle approach from assessing a current structure to full roll-out of a new design.

