

RICK A. MORALES, Ph.D.

Dr. Rick Morales is founder and President of *Morales Associates*, a management consultancy focusing on executive development, organizational effectiveness and trans-cultural leadership. For nearly 25 years he has served as a trusted advisor to organizations, helping enterprise clients develop leaders, teams and talent by clarifying objectives, leveraging strengths and implementing development strategies. His interest in leadership and organizations was initially sparked by sociological investigations into public policy issues, leading to work in a broad range of national and international firms. Rick brings a total systems approach to organizational challenges. He utilizes tools and methods from the social and behavioral sciences to help clients solve real problems.

Specific Consulting Expertise

Custom Leadership Initiatives

Assessment/Feedback

Executive Coaching

Action Learning/Peer Coaching

Team Alignment/Development

Cross-Cultural Dynamics

Strategic Planning/Process
Facilitation

Diversity/Inclusion Initiatives

Representative Talent Development Projects

<ul style="list-style-type: none">Organizational and executive team development for CEO and senior team of a global agribusiness - TCACC, Costa Rica.	<ul style="list-style-type: none">Leadership development and process facilitation for regional leaders, Johnson & Johnson, Puerto Rico
<ul style="list-style-type: none">Guided senior executive team of IKEA North America toward a model for addressing multicultural dynamics and diversity/inclusion - USA, Canada	<ul style="list-style-type: none">Global talent development for senior managers of Nike, Inc., via OSI's Line-of-Sight simulation, North America, Europe, Asia and Latin America.
<ul style="list-style-type: none">Getty Leadership Institute: Executive coaching, Museum Directors and emerging leaders worldwide - Claremont, CA.	<ul style="list-style-type: none">Latino Leadership Education & Development (LLEAD): Co-designed development programs for Latino professionals from business and industry, linking dual-world dynamics with issues of power, change and identity.
<ul style="list-style-type: none">Executive coach for 20 senior scientists and program directors of Engineering Directorate, Lawrence Livermore National Laboratories, USA.	<ul style="list-style-type: none">Program facilitator and executive coach for senior executives of PepsiCo Europe (U.K. Netherlands, Italy) as part of process for developing local and regional talent for global arena.
<ul style="list-style-type: none">Leadership, team/ organizational development and diversity/ inclusion programs, processes and initiatives for Cable One, Inc., USA	<ul style="list-style-type: none">Facilitator for the Leadership & Management Development Program for Global Talent at the Walt Disney Company – North America, Asia-Pacific, Europe, Latin America.

Rick has presented to numerous audiences on the topics of leadership development, organizational dynamics and strategic diversity. He has been a juried speaker at national conferences of the Human Resource Planning Society, the Society for Human Resource Management, the Organizational Development Network, the American Sociological Association, and the National Council for La Raza. He has also served as a certified examiner for the California Quality Awards Program, using Malcolm Baldrige Quality Award criteria for excellence.

Rick holds Masters and Doctorate degrees in Sociology from the *University of California, Berkeley* (1985), and a Bachelors degree from San Diego State University (1973). He has completed post-doctoral research on international labor markets at the Center for U.S. Mexican Studies, School of International Relations and Pacific Studies, *University of California, San Diego*. Rick has also served as adjunct faculty at San Diego State University and the University of California, San Diego.

Previously on faculty at the *Center for Creative Leadership* (1987-1995) Rick facilitated core offerings in leader development, served as executive coach to hundreds of clients, participated in researching diversity / inclusion policies and practices in organizations, and contributed to the development of the innovative LeaderLab program.

Rick makes his home in coastal San Diego, California with his wife – their three children attend California universities.