



Rick Lepsinger

The president of OnPoint Consulting, Rick has a 20-year track record of success as a human resource consultant and executive. He was a founder and managing partner of Manus, a human capital consulting firm, which he grew to over \$4 million in revenue and sold to Right Management Consultants in 1998. At Right, Rick was the managing vice president of the Northeast and Eastern Canadian Consulting Practice, where he was responsible for 55 professionals and grew the region's revenue from \$7 million to \$20 million.

The focus of Rick's work has been on helping organizations close the gap between strategy and execution. He has served as a consultant to leaders and management teams at Astra-Zeneca, Bayer Pharmaceuticals, Citibank, Coca-Cola Company, ConocoPhillips, Eisai Inc., GlaxoSmithKline, Goldman Sachs, Johnson & Johnson, KPMG, Lehman Bros., Merck & Co., the New York Stock Exchange, Northwestern Mutual Life, PeopleSoft, Pfizer Inc., Pitney Bowes, Prudential, Siemens Medical Solutions, Subaru of America, and UBS, among others.

Rick has extensive experience in formulating and implementing strategic plans, managing change, and talent management. He has addressed executive conferences and made presentations to leadership teams on the topics of leader effectiveness, strategy execution, managing change, performance management, 360° feedback and its uses, and developing and using competency models to enhance organizational performance.

Rick has co-authored three books on leadership, including *Flexible Leadership: Creating Value by Balancing Multiple Challenges and Choices*, (co-author with Dr. Gary Yukl) published by Jossey-Bass/Pfeiffer, *The Art and Science of 360° Feedback*, (co-author with Anntoinette Lucia) published by Jossey-Bass/Pfeiffer, and *The Art and Science of Competency Models*, (co-author with Anntoinette Lucia) published by Jossey-Bass/Pfeiffer.

He is also the author of several book chapters, including "Performance Management and Decision Making" in *The Handbook of MultiSource Feedback*, "The Art and Science of Competency Modeling" in *What Smart Trainers Know*, and "Using 360-Degree Feedback in a Talent Management System" in *The Talent Management Handbook: Creating Organizational Excellence by Identifying, Developing, and Promoting Your Best People*, as well as numerous articles on leadership and organizational effectiveness. His most recent article, "Why Integrating the Leading and Managing Roles Is Essential for Organizational Effectiveness," appeared in *Organizational Dynamics* and is one of their most frequently downloaded articles.